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CAUT ACPPU BULLETIN

Vol 57 N° 8 // October 2010 octobre // Canada's Voice for Academics // La voix des universitaires du Canada

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UNIVERSITY OF THE FRASER VALLEY

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NSERC Discovery Grants Spiral Downward

CANADA'S academic scientists and engineers are increasingly anxious about the effectiveness of the Natural Sciences and Engineering Research Council's Discovery Grant Program after only 58 per cent of applications were successful in the 2010 competition.

The program's success rate has been on a downward spiral over the past three years as changes in the award system are being implemented at NSERC — from 71 per cent in 2008 to 64 per cent in 2009 and falling to a record-low level of 58 per cent this year.

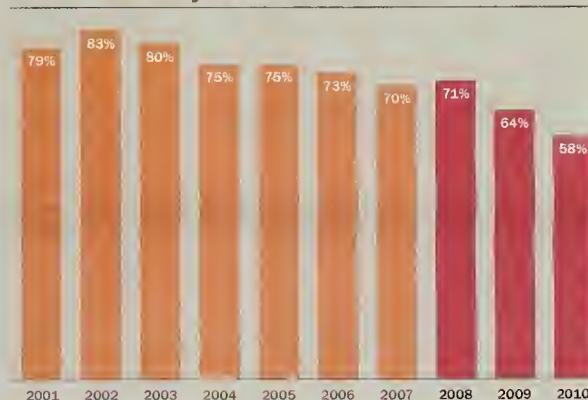
"It's a disturbing trend," said James Turk, executive director of CAUT. "The Discovery Grant Program is the main funding source for fundamental research in the natural sciences and engineering. The declining success rate will reduce the broad research capacity necessary to seek solutions to the many complex problems facing Canadian society and our economy."

NSERC recently reported that it intends to make the program even more selective by increasing the level of competitiveness for funding among researchers, with some proposals receiving higher amounts of funding.

Turk said NSERC's ideology of increased selectivity was baffling given previous reviews of the program had concluded the opposite.

The agency asked an international panel of experts to review its program in 2007. The panel found that the program was exceptionally effective in international comparison and in "maintaining a diversified base of high quality research capability in Canadian universities." The panel warned NSERC that "any significant intentional reduction in the DGP suc-

NSERC Discovery Grant Success Rates



cess rate... would result in reduced research support in the smaller provinces and in small institutions."

An internal program review also initiated in 2007 showed that program funding was insufficient to match the increasing numbers of university researchers hired over the past decade, while the average discovery grant had not kept pace with inflation.

"The core problem continues to be the underfunding of research provided through the three granting agencies," Turk said. "This is

exacerbated by the fact that more and more funds are being targeted within NSERC towards industry-university partnerships and commercialization initiatives."

The Discovery Grant Program accounted for two-thirds of NSERC's budget at the Council's creation in 1978, and now hovers around 33 per cent.

The situation for academic researchers will get worse as NSERC plans to cut \$14.5 million from discovery grant expenditures over the next three years. ■

Baisse en spirale des subventions à la découverte

Les chercheurs et les ingénieurs des universités canadiennes s'interrogent de plus en plus sérieusement sur l'efficacité du Programme de subventions à la découverte du Conseil de recherches en sciences naturelles et en génie du Canada (CRSNG), compte tenu du taux de réussite de 58 % seulement des candidats qui se sont présentés au concours de 2010.

Depuis que le CRSNG a entrepris de remanier le processus d'attribution des subventions, le taux de réussite au concours du programme n'a cessé de reculer ces trois dernières années, de 71 % en 2008 à 64 % en 2009 pour atteindre un creux inégalé de 58 % cette année.

« Une tendance fort inquiétante », selon le directeur général de l'ACPPU, James Turk. « Le Programme de subventions à la découverte est la principale source de financement de la recherche fondamentale en sci-

ences naturelles et en génie. La chute du taux de réussite conduira à un affaiblissement de la capacité globale de recherche de solutions aux nombreux problèmes complexes auxquels font face la société et l'économie canadiennes. »

Le CRSNG a annoncé récemment qu'il comptait rendre le programme encore plus sélectif en augmentant le degré de compétitivité entre les chercheurs pour obtenir une subvention et en réservant des fonds plus importants pour certaines propositions.

Le principe de sélectivité accrue cautionné par le CRSNG est déconcertant, soutient M. Turk, étant donné que les examens précé-

dents du programme ont abouti à la conclusion contraire.

En 2007, le CRSNG a chargé un groupe international d'experts d'examiner son programme. Dans son rapport, le groupe a conclu que le programme, par son efficacité exceptionnelle, soutenait la comparaison internationale et parvenait à « maintenir dans les universités canadiennes une base diversifiée de moyens de recherche de haute qualité en sciences naturelles et en génie ». Il a toutefois prévenu le CRSNG que « toute réduction délibérée importante du taux de réussite au programme [...] se traduirait

Voir BAISSE EN SPIRALE à la page A8 ➔

CAUT Bulletin ACPPU
2705, promenade Queensview Drive
Ottawa (Ontario) K2B 8K2
1953-2010
In print 57 years / Publié depuis 57 ans
ISSN 0007-7887

CAUT / ACCPU BULLETIN

Published by / Publié par
Canadien Association of University Teachers
Association canadienne des professeurs et
professeurs d'université

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The CAUT Bulletin is published each month September through June. Average distribution 45,500. Subscription for one year (10 issues): \$25 + taxes (Canadian orders only); print edition USA surface mail \$35; print edition international airmail \$55. Feature content and archive are available at cautbulletin.ca. Job postings are available at academicwork.ca.

Le Bulletin de l'ACCPU paraît 10 fois par an, soit de septembre à juin. Tirage moyen : 45 500 exemplaires. Abonnement d'un an : 25 \$ + taxes (Canada), 35 \$ (États-Unis) et 65 \$ (autres pays). Les articles et rubriques du Bulletin de même que les archives sont accessibles sur le site cautbulletin.ca. Des offres d'emploi sont publiées sur le site travailacademique.ca.

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Printed in Canada by / Imprimé au Canada par
Performance Printing, Smiths Falls

COMMENT OPINIONS

COMMENTARY

Is Your Ranking Holding You Down?



By THOMAS TIEDJE

THERE is worldwide interest in the rankings of universities. The rankings have been based on a variety of criteria, including, for example, total research funding, research output, and the quality of students' experience. They are of interest to many university stakeholders and are commonly used by students, especially international students, in deciding which universities to attend.

They affect a university's reputation, which has an impact on faculty recruiting, fundraising and maybe even on the success of research proposals. There is a strong tendency to view universities at the top of any ranking as the "best" without paying much attention to what the ranking is based on.

One influential and widely respected ranking, namely the Academic Ranking of World Universities (ARWU), created by Shanghai Jiao Tong University, has more to do with reputation and total volume of research output than with the quality or productivity of institutions.

The ARWU emphasizes scientific research, with less weight given to the humanities and other broader dimensions of the university. However it has the virtue of being objective and transparent and does not rely on opinion surveys or questionnaires completed by the universities.

The ARWU uses six criteria to rank universities. Two of the criteria relate to the number of Nobel and Fields Medals among the university's alumni and staff. The next three criteria are the number of highly cited researchers according to Thomson Reuters, the number of Nature and Science articles and the number of published papers and conference proceedings. The final criterion — worth 10 per cent of the total — is the sum of the scores on the other criteria divided by the number of faculty members at the university. This factor takes into account size differences between institutions.

These criteria are explained in more detail on the web site www.arwu.org. The 23 Canadian institutions in the ranking of the top 500 international universities vary in size by almost a factor of three, so assigning 10 per cent of the weight to a size correction does not fully compensate for size differences.

The ARWU provides a good indication of the overall impact, but by not fully accounting for differences in size, the ranking is not a good indicator of quality. For example, the number of highly cited researchers should be counted as a fraction of the total number of researchers to remove the size effect.

Also in the Canadian context in which there are a number of universities that produced their first graduates in the 1960s, Nobel prizes going back to the early part of the 20th century are not good indicators of the relative performance of Canadian universities

Table 1
Modified ARWU ranking for 2010

ARWU RANK	UNIVERSITY	NUMBER OF FACULTY	RESEARCH FUNDING	RESEARCH OUTPUT
1	Toronto	2400	844.9	157.4
2	U8C	2190	470.1	128.7
3	McGill	1590	418.6	114.7
5	Alberta	1602	491.7	98.6
5	Montreal	1887	468.7	85.8
7	McMaster	1194	373.5	84.9
4	Calgary	1539	236.2	73.4
7	Waterloo	960	135.2	71.0
9	Queen's	828	192.5	68.2
9	Western	1386	222.3	67.8
9	Laval	1341	278.6	65.7
9	Dalhousie	1017	124.0	64.5
9	Guelph	768	142.1	64.2
9	Ottawa	1182	245.5	62.1
9	Manitoba	1182	161.7	60.2
9	Simon Fraser	816	86.7	58.3
9	Victoria	672	112.4	56.8
9	Saskatchewan	1050	203.5	54.8
19	Sherbrooke	957	91.6	43.3
19	Quebec	1005	70.2	42.8
19	York	1401	60.9	42.2
19	Carleton	711	84.0	40.7
19	Concordia	828	38.6	37.7

Table 2
Ranking by research output per research funding

UNIVERSITY	RESEARCH OUTPUT
Concordia	0.977
York	0.693
Simon Fraser	0.672
Quebec	0.610
Waterloo	0.525
Dalhousie	0.520
Victoria	0.505
Carleton	0.485
Sherbrooke	0.473
Guelph	0.452
Manitoba	0.372
Queen's	0.354
Calgary	0.311
Western	0.305
McGill	0.274
U8C	0.274
Saskatchewan	0.269
Ottawa	0.253
Laval	0.236
McMaster	0.227
Alberta	0.201
Toronto	0.186
Montreal	0.183

Table 3
Ranking by research output per number of faculty

UNIVERSITY	RESEARCH OUTPUT
Victoria	0.0854
Guelph	0.0836
Queen's	0.0824
Waterloo	0.0740
McGill	0.0721
Simon Fraser	0.0714
McMaster	0.0711
Toronto	0.0656
Dalhousie	0.0634
Alberta	0.0615
U8C	0.0588
Carleton	0.0572
Ottawa	0.0525
Saskatchewan	0.0522
Manitoba	0.0509
Laval	0.0490
Western	0.0489
Calgary	0.0477
Concordia	0.0455
Montreal	0.0455
Sherbrooke	0.0452
Quebec	0.0426
York	0.0301

TABLE 1 shows Canadian university rankings according to three of the criteria in the ARWU ranking for 2010 — highly cited researchers, Science and Nature articles and number of publications. The sum of the scores on these three criteria is indicated as research output. Data for the number of faculty members is for 2007 and research funding in millions \$ is for FY2008, all taken from Research Infosource. The number of faculty members includes full-time assistant, associate and full professors only. Universities with medical schools shown in black.

TABLE 2 shows ranking by research output per million \$ of research funding.

TABLE 3 shows ranking by research output per full-time faculty member.

today, and tend to skew the ranking in favour of older universities.

I propose a modified version of the Shanghai formula for Canadian universities in which I would include only three of the six criteria, namely highly cited researchers, Nature and Science articles, and total publications. This ranking, shown in Table 1, gives an indication of the quantity and quality of the research output for each university and tends to favour large universities with large numbers of research contributors. A boldface font indicates universities with medical schools.

The ranking is almost identical to ARWU's, except that McMaster Uni-

versity drops from fourth to sixth position as a result of leaving out the Nobel category. After the first 100 universities, the ARWU ranks universities in groups of 50 (101-150, 151-200), and then groups of 100 (201-300, etc.). This explains why 10 universities are in the ARWU's ninth position.

As a faculty member at the University of Victoria, the smallest of the 23 universities in the ranking, I am sensitive to the fact that a ranking based on volume of output, does not adequately reflect the quality of the programs at smaller institutions.

PRESIDENT'S COLUMN

Inequity in Access for Disadvantaged Students



By PENNI STEWART

EVERY qualified student, Canadians and their governments believe, should have access to post-secondary education. But is near universal access a realistic goal given current tuition policy in most Canadian provinces? Are some students being systematically excluded? Data suggests students from lower income backgrounds are under represented in post-secondary education, especially in universities.

In 2006, 60.8 per cent of youth aged 18 to 24, whose parents reported incomes of \$50,000 or less, had participated in post-secondary education, compared to 73.1 per cent of those with parental incomes exceeding \$75,000 and 80.9 per cent whose parents reported more than \$100,000 annually. Unsurprisingly, student enrolment in university or college is also related to parental levels of education.

In 2008-2009, average tuition fees in Canada ranged from a low of \$2,167 in Quebec to a high of \$5,932 in Nova Scotia. Tuition has risen steadily in the past two decades, and in some provinces has more than doubled.

For professional students, it's another ball game entirely. Medical school tuition at McMaster University was \$17,222 in 2008-2009, while costs for University of Saskatchewan dentistry students jumped to \$32,000.

Spiraling costs have reignited a debate about tuition policy and the accessibility of post-secondary education. Some argue tuition fees should rise and loans and grants will ensure those in need have access. Advocates for this position point to what they argue are the "private benefits" of education, particularly future higher earnings. Also, they point to high levels of enrolment as evidence that complaints of financial distress are overblown.

On the other side, CAUT, the Canadian Federation of Students, and many others argue that students already pay far more than their fair share for education through fees and taxes.

While the extent to which higher fees create barriers to participation is debated, there is consensus that the lower participation rate of low income students is also related to racialization, immigration status, coming from a one-parent family, living in a rural area and being a first generation student. Aboriginal students face the challenge of finan-

cial barriers imposed by the lack of federal funding.

Underlying these phenomena is social class, an aspect of Canadian life which has been largely ignored in the research on accessibility. Academic preparedness and high school achievement are intimately linked to parental education and income — both aspects of social class. Perhaps because they are visible, academics and the media have focused on race and gender as everyday aspects of stratification, but rarely deal with class.

There's been enough variance in tuition policies of the provinces in recent years to measure the impact of higher tuition on enrolment. Analyzing data from the 1993-2004 Survey of Labour and Income Dynamics in the Canadian Journal of Economics, Michael Coelli reported that "the university enrolment of youth (ages 16-20) from low-income backgrounds fell considerably as tuition fees were increased, while the enrolment of youth from middle- and high-income backgrounds responded much less significantly."

In a nutshell, in provinces where fees increased, participation of students in low income families decreased, after accounting for the influences on enrolment of attri-

butes such as parental education, language, distance from university, gender and visible minority status.

If tuition fees pose a barrier to enrolment for low income students, we might hope this would be ameliorated by tax credits like the Registered Education Savings Plan, or by the student loan system that targets needier students. But like other tax credits, the RESP is not needs based and is essentially a subsidy to middle and higher income families who have the ability to set aside savings.

Student assistance plans, on the other hand, continue to be important in encouraging access for low income students. Unfortunately, the capacity of these plans does not meet the level of student need. Currently, financial aid is made available to students through the Canada Student Loans Program and a mix of scholarships and bursaries provided by universities and colleges.

In 2008, the federal government introduced a student grants program under which students from low income families who qualify for a federal student loan can receive up to \$250 per month of study. But the loan portion of assistance remains far in excess of the available grant. This has resulted in bal-

looning student debt — on average, graduating first degree students with debt owe \$37,000.

Evidence of the negative effects of large debts is accumulating. Needing to borrow discourages initial enrolment in post-secondary education and incurring high levels of debt leads to longer time to graduation and increases the likelihood that a student will fail to graduate. Debt is also cited as the reason young doctors and lawyers don't take lower paying public service jobs or go into family practice.

Post-secondary education must be available to every qualified student. Yet today, there is a real danger that many students will be discouraged from attending because of a lack of financial resources or a fear of onerous debt. A fully needs-based grants program would go a long way to fixing the problem.

The problem of rising tuition fees, however, will only be resolved with better public funding of the post-secondary system. The federal government must do more to meet this challenge. Without this, accessibility will be further eroded and our commitment to social equity and fairness compromised. ■

LE MOT DE LA PRÉSIDENTE

L'inégalité d'accès des populations étudiantes défavorisées

Par PENNI STEWART

LES Canadiens et leurs gouvernements sont unanimes à reconnaître que l'éducation postsecondaire devrait être accessible à tous les étudiants qualifiés. Mais l'accès quasi universel, est-ce là un objectif réaliste dans le contexte des politiques de droits de scolarité pratiquées actuellement dans la plupart des provinces canadiennes? Certains étudiants sont-ils systématiquement exclus? Les données portent à croire que les étudiants issus d'une famille à faible revenu sont sous-représentés dans les établissements d'enseignement postsecondaires, tout particulièrement dans les universités.

En 2006, 60,8 % des jeunes âgés de 18 à 24 ans dont les parents avaient déclaré un revenu total annuel de 50 000 \$ ou moins avaient poursuivi des études postsecondaires, comparativement à 73,1 % de ceux dont le revenu parental dépassait 75 000 \$ et à 80,9 % de ceux dont un tel revenu atteignait 100 000 \$ et plus. Constat non surprenant, le nombre d'étudiants inscrits à l'université ou au collège

est également lié au niveau de scolarité des parents.

Pour l'année scolaire 2008-2009, dans l'ensemble du pays, les frais de scolarité moyens variaient entre 2 167 \$ au Québec et 5 932 \$ en Nouvelle-Écosse. Ces frais n'ont pas cessé d'augmenter au cours des deux dernières années et ils ont plus que doublé dans certaines provinces.

Pour les étudiants inscrits à un programme menant à un grade professionnel, la situation est toute autre. Les frais de scolarité à l'école de médecine de l'Université McMaster s'élevaient à 17 222 \$ en 2008-2009, tandis que les frais des étudiants en dentisterie à l'Université de la Saskatchewan ont bondi à 32 000 \$.

L'augmentation vertigineuse des coûts a relancé le débat sur la politique à adopter en matière de frais de scolarité et sur l'accès aux études postsecondaires. D'aucuns sont d'avis que les frais devraient pouvoir être augmentés puisque les programmes de prêts et bourses permettent aux étudiants dans le besoin d'accéder aux études supé-

rieures. Les tenants de cette position mettent en lumière ce qu'ils considèrent comme les « avantages privés » de l'éducation, notamment la possibilité de réaliser des gains futurs plus élevés. Ils font également valoir que les taux élevés d'inscription montrent à quel point l'argument des difficultés financières est exagéré.

D'autre part, l'ACPPU, la Fédération canadienne des étudiantes et étudiants ainsi que bon nombre d'autres parties estiment que les étudiants paient déjà plus que leur juste part du coût de l'éducation au travers de frais, taxes et impôts.

Alors que se poursuit le débat sur l'envergure des obstacles que posent les frais de scolarité élevés à l'accès aux études postsecondaires, on s'entend pour dire que le taux d'inscription inférieur des étudiants à faible revenu s'apparente aussi à l'origine ethnique, au statut d'immigrant, au statut de famille monoparentale, au fait de vivre en région rurale et d'être un étudiant de première génération. Les étudiants autochtones, de leur côté, sont confrontés aux obstacles fi-

nanciers découlant du sous-financement fédéral.

La cause profonde de ces phénomènes est la classe sociale — un aspect de la vie canadienne dont on a largement fait abstraction dans les recherches sur l'accessibilité. La préparation aux études supérieures et le rendement scolaire au secondaire sont intimement liés à la scolarité et au revenu des parents. Aussi, en raison peut-être de la visibilité de ces deux aspects de la classe sociale, les universitaires et les médias se sont-ils intéressés avant tout aux aspects quotidiens de stratification que sont la race et le sexe, alors que la classe sociale comme telle est rarement prise en compte.

Les écarts observés ces dernières années dans les différentes politiques provinciales de droits de scolarité permettent de mesurer l'incidence de la hausse de ces frais sur le nombre total d'inscriptions. Dans son analyse des données de l'Enquête sur la dynamique du travail et du revenu (1993-2004) qui est parue dans la *Revue canadienne d'économie*, Michael Coelli a cons-

taté que le taux de fréquentation universitaire des jeunes de 16 à 20 ans issus de familles à faible revenu chutait considérablement à mesure que les droits de scolarité augmentaient, alors que la corrélation chez les jeunes issus de familles à revenu moyen et élevé était beaucoup moins marquée.

Bref, dans les provinces où les frais ont augmenté, le taux de fréquentation des étudiants appartenant à des familles à faible revenu a baissé, une fois pris en compte les facteurs influant sur le nombre d'inscriptions tels que la scolarité des parents, la langue, l'éloignement de l'université, le sexe et l'appartenance à une minorité visible.

Si les droits de scolarité constituent effectivement un obstacle pour les étudiants à faible revenu, on peut espérer une amélioration de leur situation grâce à des crédits d'impôt au titre, par exemple, du Régime enregistré d'épargne-études (REEE), ou bien grâce au régime de prêts d'études qui vise les étudiants les plus nécessiteux. Mais à

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NEWS ACTUALITÉS

Clock Ticking towards Strike at the University of Western Ontario

ACADEMIC staff at the University of Western Ontario have voted in favour of strike action.

UWO Faculty Association members voted 87 per cent in favour of a strike. Their last contract expired June 30.

"This is a very strong mandate for our negotiating position," said faculty association president James Compton, following the strike vote conducted Sept. 30 and Oct. 1.

He said the union hopes to come to an agreement with the administration without having to strike. The two sides met with a conciliator in September, but still remain far apart on many issues and the administration has not yet tabled its compensation offer. Protecting tenure and academic freedom has been one sticking point in negotiations.

"We will continue to bargain in good faith to achieve a fair and

equitable collective agreement for our members. And we will continue to resist proposals by the administration that threaten self-governance and the institution of tenure," Compton said.

Additional meetings with the conciliation officer are scheduled for mid-October. If conciliation is not successful, the officer will advise the Ministry of Labour, who issues a "no-board" report and sends it to each party. UWOFA will be in a legal strike position 17 days after the date on the minister's "no-board" letter.

Meanwhile, UWO's contract with the union representing 1,200 administrative and technical staff across the campus is also in negotiations. The union said those discussions "are moving at a slow pace" and has also planned a strike vote, citing disagreement over money and job security. ■

Media Rules Muzzle Federal Scientists

SCIENTISTS at Natural Resources Canada must have ministerial approval before speaking to journalists, according to documents obtained by Postmedia News reporter Margaret Munro through the Access to Information Act.

The new rules, in effect since March, require scientists to have approval from Minister Christian Paradis' office before openly discussing not only current and controversial issues, but also events dating back to the last ice age.

"We have new media interview procedures that require pre-approval of certain types of interview requests by the minister's office," wrote Judy Samoil, Natural Resources western regional communications manager, in a March 24 e-mail to colleagues.

The rules meant that Natural Resources scientist Scott Dallimore was blocked from answering media questions about an article he co-authored in the journal *Nature* on a colossal flood that swept across northern Canada 13,000 years ago.

"We will have to get the minister's office approval before going ahead with this interview," wrote Patricia Robson, Natural Resources media relations manager, in an e-mail to a reporter who approached Dallimore.

Journalists ended up interviewing his co-authors located outside of Canada instead.

"If you can't get access to a nice, feel-good science story about flooding at the end of [the] last glaciation, can you imagine trying to get access to scientists with information about cadmium and mercury in the Athabasca River?" University of Victoria climatologist Andrew Weaver asked Postmedia News, referring to concerns about contaminants downstream of Alberta's oil sands operations.

Environment Canada and Health Canada also control media access to federal scientists, and orchestrate interviews that are approved, going so far as drafting "media lines" for researchers.

“

There is no question that there is an orchestrated campaign to make sure that federal scientists can't communicate to the public about what they do.

— Andrew Weaver
University of Victoria

Weaver says this has even applied to discussing climate studies they have co-authored with him based on research paid for through his university grants.

"There is no question that there is an orchestrated campaign at the federal level to make sure that their scientists can't communicate to the public about what they do," he told Postmedia News.

Weaver called the rules "Orwellian," and said the public — those whose tax dollars fund government science — has every right to know what government scientists are discovering and learning.

"Muzzling scientists who might get in the way of a government's ideological agenda is more in line with what occurs in dictatorships, not democracies," said CAUT executive director James Turk. "Once again the Harper government is demonstrating its contempt for science and democracy."

A Calgary Herald editorial called the rules "ominously totalitarian."

"We understand the desire for organizations, public or private, to have people who are media-trained and media-literate," the paper's Sept. 15 editorial said. "But to micro-manage it to the extent that reporters must submit questions so the expert can deliver government-approved scripted responses, as was the case, is paranoia of Orwellian proportions." ■

Version française à la page A8.

Crandall U. Added to CAUT's Faith Test List

CRANDALL University (formerly known as Adantic Baptist University) in Moncton has been added to CAUT's list of universities and colleges that have a faith or ideological test as a condition of employment.

The action follows a detailed inquiry by an ad hoc investigatory committee created last year under CAUT's Procedures in Academic Freedom Cases Involving Allegations of Requirements of an Ideological or Faith Test as a Condition of Employment.

The investigation, conducted by professors Berkeley Fleming of Mount Allison University and Jennie Hornosty of the University of New Brunswick, concluded that based on its review of documents and interviews with the president, the vice-president of academic affairs, and the president of the faculty association at Crandall, "it is clear that Crandall University does have a faith test."

"To be hired at Crandall requires that one have a personal faith in Jesus Christ, that one hold personal and professional views that are consistent with the Bible and the university's Statement of Faith, and that one's everyday behaviour conform to the Statement of Moral Standards," says the committee's report.

While the university does have a statement on academic freedom, the committee described it as "significantly inconsistent" with that of CAUT and the majority of universities internationally, and "assurances that free enquiry is still possible within its constraints are unconvincing."

"This is not about a university having a religious mission," said CAUT executive director James Turk. "It is about requiring that faculty conform to a particular religious belief if they want to be hired or retain their jobs." ■

ON THE NET

Read the committee report at www.caut.ca/uploads/Crandall_Report_for_CAUT.pdf.

Version française à la page A6.

York Student Wins Stewart Reid Award

NADIA Guidotto, a student working towards a PhD in political science at York University, has been awarded CAUT's J.H. Stewart Reid fellowship.

Nadia studies gender identity and sexual orientation. She has an honours bachelor of arts degree from Queen's University, a master of laws from Osgoode Hall Law School and a master of arts from York University. Her current research analyzes intersex and how authoritative discourses like medicine and law support one another in maintaining a hierarchy of bodies to the exclusion of some bodies and to the benefit of others. Her goal is to shed light on how gender has been — and continues to be — constructed and regulated, and help explain why bodies that exist outside the binary gender system create anxiety and elicit violence as a result.

In 2008, she won an internship working on gender equality issues at the U.N., and while in New York took on an additional internship at the International Gay and Lesbian Human Rights Commission. In 2009, she was simultaneously accepted for the Summer Course on Human Rights held jointly in The Hague and Leuven (Belgium), the inaugural Canadian Institutes of Health Research summer institute on gender and health at the University of British Columbia, and the international summer school program, Interfacing the Sciences and Humanities, at the University of Bologna's branch centre in Rimini, Italy. Also in 2009, she won a visiting research fellowship at the Centre of Gender Excellence at the University of Linköping, Sweden. This summer she enrolled in the one-week intensive CEDAW (Convention on the Elimination of all Forms of Discrimination Against Women) for Change session held within the Women's Human Rights Institute at the University of Toronto.



Nadia Guidotto

She has presented at numerous conferences and published articles on a variety of topics throughout her graduate career. Among her academic honours are a Chancellor's Scholarship from Queen's University, the high-profile Abella Scholarship for Studies in Equity from York University, and Canada Graduate Scholarships from the Social Sciences and Humanities Research Council for both her masters and doctoral work.

Nadia was selected for CAUT's fellowship by a three-member application review committee, which this year included Queen's University biology professor Ken Ko, Chris Ferns, a professor of English at Mount Saint Vincent University, and retired Bishop's University sociology professor and former president of CAUT Loretta Czerniz. ■

CAUT established the annual J.H. Stewart Reid Memorial Fellowship more than 45 years ago to honour the memory of its first executive secretary. The program invites applications from students of exceptional academic standing in doctoral programs at Canadian universities. Stewart Reid Fellows receive \$5,000 for one academic year of study.

Version française à la page A6.

Call for Nominations

Established in 1997 in honour of Donald Savage, CAUT's executive director from 1972 to 1997, the Donald C. Savage Award recognizes outstanding achievements in the promotion of collective bargaining in Canadian universities and colleges. To be considered for the award nominations must be received by 30 January 2011.

Appel des candidatures

Le prix Donald-C.-Savage récompense un apport exceptionnel à la promotion de la négociation collective dans les universités et les collèges canadiens. Le prix a été créé en 1997 en l'honneur de Donald Savage, directeur général de l'ACPPU de 1972 à 1997. Pour être retenues, les candidatures doivent être reçues au plus tard le 30 janvier 2011.

Information : www.caut.ca

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dalgrad.dal.ca/kpdf



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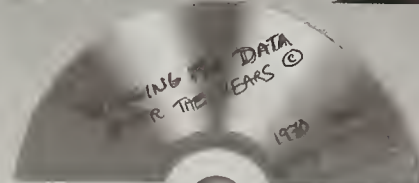
Digging for Data over the Years is a digital collection on DVD bringing together much of the past investigative work and views of Canadian public interest researcher Ken Rubin. Many of the included ground breaking stories that span four decades are based on his access to information forays on subjects like asbestos, the sponsorship scandal and air and food safety. The almost 3,000 pages of print media stories and articles are readily retrievable through key word searches.

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NEWS ACTUALITÉS

Crandall parmi les universités qui imposent un test de foi

L'UNIVERSITÉ Crandall (anciennement l'Université baptiste de l'Atlantique) vient d'être ajoutée à la liste établie par l'ACPPU des universités et collèges qui imposent, comme condition d'embauche, l'obligation de subir un test d'obédience idéologique ou de foi.

Cette mesure fait suite à l'enquête détaillée qu'un comité spécial établi l'an dernier a menée en vertu des procédures de l'ACPPU à suivre en cas d'allégations de violation de la liberté académique résultant d'une telle obligation.

À la lumière de leur examen de divers documents ainsi que des entrevues tenues avec le recteur, le vice-recteur aux affaires académiques et le président de l'association des professeurs de Crandall, les deux professeurs chargés de l'enquête, Berkeley Fleming de l'Université Mount Allison et Jennie Hornosty de l'Université du Nouveau-Brunswick, ont conclu que l'Université Crandall imposait de toute évidence un test de foi.

« Pour être embauchés à Crandall, les candidats doivent déclarer leur foi personnelle en Jésus-Christ, avoir des points de vue personnels et professionnels qui sont conformes à la Bible et à la déclaration de foi de l'université, et maintenir un comportement quotidien respectueux du code de normes morales », peut-on lire dans le rapport d'enquête.

Si, comme le constate le comité, l'université possède bel et bien une politique sur la liberté académique, celle-ci demeure « tout à fait incompatible » avec celle de l'ACPPU et de la majorité des universités dans le monde. Le comité estime de plus que cette politique n'est pas assortie de garanties convaincantes quant à la possibilité d'exercer le droit de libre examen dans la mesure de ses limites.

« Il n'est nullement question de mettre en cause la confession religieuse d'une université », a expliqué le directeur général de l'ACPPU, James Turk. « Il s'agit plutôt de l'occurrence de l'obligation pour les membres du corps professoral d'adhérer à une croyance religieuse particulière s'ils veulent être embauchés ou conserver leur poste. » ■

English on page A5.

ERRATUM

In the published version of the 2010-2011 CAUT Almanac of Post-Secondary Education in Canada an error occurred in Table 5.3. This error has been corrected in the online version. The corrected table can be downloaded at www.caut.ca

Dans la version imprimée de l'Almanach 2010-2011 de l'enseignement postsecondaire au Canada de l'ACPPU, certaines informations du tableau 5.3 sont incorrectes. Ces erreurs ont été corrigées dans la version en ligne et un nouveau tableau peut être téléchargé à cet effet à l'adresse www.acppu.ca

CUASA Takes Strike Vote

Protecting tenure & promotion is a major issue for Carleton's academic staff.

CARLETON University Academic Staff Association has received a final OK from its 800-strong membership to walk out if upcoming bargaining sessions do not yield results.

CUASA members backed the strike action in a 88.5 per cent vote held earlier this month. The union has been trying to reach a new agreement with Carleton's administration since May.

"We entered bargaining with a modest set of proposals, including arbitration to resolve monetary issues, but the employer responded in a manner destined from the outset to stall bargaining," said CUASA president Johannes Wolfart. "They not only tabled intolerable grabs for our intellectual property and rights, but also tabled new language on tenure and promotion that opened up just about everything."

He also said management has been refusing to table its monetary



package, claiming it "would not be helpful" to negotiations.

CUASA has asked for the intervention of a conciliator "in a final effort to get the employer to bargain effectively," Wolfart said.

"The strong, positive strike vote gives us the leverage we need to reach a fair deal at the table and we're hoping conciliation will help in resolving our differences and averting a strike. The prompt conclusion of this round of bargaining is in the best interests of everyone." ■

La bourse commémorative Stewart-Reid décernée à une étudiante de York

L'ACPPU a décerné cette année la bourse commémorative Stewart-Reid à Nadia Guidotto, doctorante en science politique à l'Université York.

Nadia détient un baccalauréat en arts (spécialisé) de l'Université Queen's, une maîtrise en droit de l'Osgoode Hall Law School et une maîtrise en arts de l'Université York. Elle se consacre à l'étude de l'identité de genre et de l'orientation sexuelle. Dans le cadre de ses recherches actuelles, elle s'intéresse à l'intersex et analyse comment les domaines faisant autorité comme la médecine et le droit tendent à s'aider mutuellement à perpétuer une hiérarchie de corps au détriment de certains et à l'avantage d'autres. Elle cherche ainsi à mieux comprendre comment le genre a jusqu'ici été — et continue d'être — construit et réglé et à expliquer pourquoi les corps qui se situent hors du système binaire des genres génèrent de l'anxiété et suscitent par voie de conséquence de la violence.

En 2008, Nadia a été choisie pour faire un stage sur l'égalité entre les genres aux Nations Unies et, pendant son séjour à New-York, elle a fait un autre stage auprès de la Commission internationale des droits humains des gays et lesbiennes. En 2009, elle a participé à l'école d'été sur les droits humains tenue à La Haye (Pays-Bas) et à Louvain (Belgique), au premier institut d'été des IRSC portant sur le genre et la santé à l'Université de la Colombie-Britannique, ainsi qu'au programme international de l'école d'été (Interaction entre les sciences, les arts et les humanités) au campus de Rimini de l'Université de Bologne en Italie. Au cours de cette même année, elle a été invitée à faire un stage de recherche

au Centre de Gender Excellence à l'Université de Linköping en Suède. L'été dernier, elle a suivi un cours intensif d'une semaine sur la Convention sur l'élimination de toutes les formes de discrimination à l'égard des femmes (CEDAW for Change), qui s'est tenu au Women's Human Rights Institute de l'Université de Toronto.

Elle a présenté des communications à de nombreuses conférences et publié des articles sur une grande variété de sujets tout au long de ses études universitaires supérieures. Entre autres distinctions académiques, elle a reçu la Bourse du chancelier de l'Université Queen's, la prestigieuse bourse Abella de l'Université York décernée pour des études en équité, de même que des bourses d'études supérieures du Canada du Conseil de recherches en sciences humaines tant pour ses travaux de maîtrise que de doctorat.

Nadia a été sélectionnée comme lauréate de la bourse Stewart-Reid par un comité formé de trois membres qui sont, cette année, Ken Ko, professeur de biologie à l'Université Queen's, Chris Ferns, professeur d'anglais à l'Université Mount Saint Vincent, et Loretta Czernitz, professeure retraitée de sociologie à l'Université Bishop's et anciennement présidente de l'ACPPU. ■

L'ACPPU a créé la Fiducie de la Bourse J.H. Stewart-Reid il y a plus de 45 ans pour commémorer la vie et l'œuvre de son premier secrétaire général. La bourse de 5 000 \$ est accordée, pour une année d'études, à une étudiante ou à un étudiant de niveau académique exceptionnel qui est inscrit à un programme de doctorat d'une université canadienne.

English on page A5.

NEWS ACTUALITÉS

Nova Scotia: O'Neill Report Disappoints

A REPORT into Nova Scotia's post-secondary system is proposing sweeping changes and raising the ire of students. Citing government fiscal restraint and declining enrolment, the report prepared by former Bank of Montreal executive Tim O'Neill calls for cost-containment and deregulation of tuition fees.

O'Neill's review also considered a number of merger options for Mount Saint Vincent University, NSCAD University and the Nova Scotia Agricultural College.

A proposal for Cape Breton University suggests it should scale back on the number of programs it offers.

Chris Ferns, president of the Association of Nova Scotia University Teachers, called the report a disappointment.

"At a time when the number of jobs requiring a post-secondary education continues to increase, O'Neill's proposals only serve to compromise access and reduce the range of education choices," he said.

"Once again, it's a lost opportunity to focus on the real inefficiencies — namely, looking at the amount that goes to administrative salaries compared to the amount of dollars that go into actual instruction at the front of the classroom. This is what matters to students, and it ultimately serves the purpose of a



high-quality, affordable post-secondary education system."

Nova Scotia's students reacted angrily to O'Neill's recommendations to deregulate tuition fees.

Gabe Hoogers, Nova Scotia chair of the Canadian Federation of Students, said she expected the report to contain concrete recommenda-

tions about how to make post-secondary education affordable and how to reduce student debt.

But "according to Dr. O'Neill, the path to an equitable university system is through higher fees and higher debt," she told the *Globe and Mail*. "It doesn't take a PhD to understand the absurdity of such

an approach."

Average undergraduate tuition in Nova Scotia this year is \$5,495 — the third highest in Canada and 7 per cent higher than the national average. Graduates from the province also have higher average debt loads than students from other provinces. ■

Le rapport O'Neill jugé décevant par les étudiants de la Nouvelle-Écosse

La colère gronde chez les étudiants de la Nouvelle-Écosse depuis la publication d'un rapport recommandant une réforme radicale du système universitaire de la province.

Invoquant les contraintes budgétaires du gouvernement et la diminution du nombre d'inscriptions dans les établissements, Tim O'Neill, auteur du rapport et haut dirigeant de la Banque de Montréal, préconise une compression des coûts et une déréglementation des frais de scolarité.

Le rapport O'Neill explore également certaines possibilités de fusion pour l'Université Mount Saint Vincent, l'Université NSCAD et le Collège d'agriculture de la Nouvelle-Écosse.

Il propose même que l'Université du Cap-Breton réduise le nombre de programmes offerts.

Pour Chris Ferns, président de l'association des professeurs et professeurs d'université de la Nouvelle-Écosse, le rapport est très décevant. « Alors que le nombre d'emplois exigeant un diplôme d'études postsecondaires ne cesse d'augmenter, les recommandations de M. O'Neill ne servent qu'à créer des barrières qui compromettent l'accès aux études supérieures et à resserrer l'éventail de programmes et d'options », s'inquiète-t-il.

« C'est une autre occasion manquée de mettre le doigt sur le véritable problème d'efficacité, c'est-à-dire les montants consacrés aux salaires des dirigeants par rapport aux dollars qui sont effectivement affectés à l'enseignement dans les salles de classe. C'est ce qui compte avant tout pour les étudiants et qui, au final, garantit un système d'éducation postsecondaire abordable et de grande qualité. »

Les étudiants de la Nouvelle-Écosse ont très mal réagi à la recommandation de déréglementer les frais de scolarité.

La présidente de la Fédération canadienne des étudiantes et étudiants pour la Nouvelle-Écosse, Gabe Hoogers, s'était attendue quant à elle à ce que le rapport comporte des recommandations concrètes pour rendre l'éducation postsecondaire abordable et réduire la dette étudiante.

Mais de toute évidence, elle déclarait au *Globe and Mail*, M. O'Neill croit qu'un système universitaire équitable doit passer par l'augmentation des droits de scolarité et du taux d'endettement. Point besoin d'un doctorat pour saisir l'absurdité d'une telle approche. »

Cette année en Nouvelle-Écosse, les frais de scolarité moyens pour les étudiants inscrits à un programme de premier cycle se chiffrent à 5 495 \$ — le troisième taux le plus élevé au Canada, supérieur de 7 % à la moyenne nationale — et la dette moyenne des étudiants diplômés de la province est plus élevée que celle des étudiants des autres provinces. ■

Is Your Ranking Holding You Down?

➔ From PAGE A2

The size of the institutions is indicated in Table 1 by the number of full-time faculty with a research mandate. The research income is also indicated for each university. This information for Canadian universities is available online from Research Infosource. The research funding and the number of faculty members are resource inputs, leading to the generation of the research outputs in which we are interested.

Therefore, quality measures would be the amount of research output per dollar of research funding, and the research output per faculty member. The universities are ranked according to these two criteria in Tables 2 and 3 respectively.

The ranking in Table 2, based on research output per dollar of research funding, favours universities

with low research funding. This is due to the effect reported by David Currie in the January 2010 issue of *University Affairs*, that research output per dollar decreases as research funding increases.

This phenomenon can be explained as follows: as research funding drops, more of the research is undertaken by the principal investigator, whose salary is probably not paid by the research grant, and less by trainees. For highly funded researchers it can be difficult to supervise all trainees and this job is transferred to other less qualified individuals, which leads to lower research productivity.

The universities with medical schools do not do well in this ranking due to the high cost of medical research, which contributes in the denominator. Although the institutions at the top of the list in Table 2 are producing the most re-

search output per dollar, and should be favourably regarded by funding agencies, most institutions would have mixed feelings about a high ranking on this list.

Table 3 shows universities ranked according to the research output per full-time faculty member. In this ranking the medical and non-medical universities are distributed uniformly throughout the list.

One of the leaders from the ARWU ranking (McGill) is still in the top five, but this time the top group includes three, newer and smaller universities (Victoria, Guelph, Waterloo), along with an older and smaller medical university (Queen's). This ranking is a measure of the research productivity of the faculty members, which we interpret as an indication of the research intensity of the university.

Research Infosource and others have defined research intensity as the research funding per faculty member. It can be argued that research output per faculty member is a better measure of research intensity, since it focuses on research outcomes rather than the funding input.

A high ranking on research output per faculty member is something that all university stakeholders should appreciate as it measures the effectiveness of the university's most important resource, its faculty, in fulfilling one of the primary missions of the university, namely generating research outputs. ■

Thomas Tiedje is dean of engineering at the University of Victoria in British Columbia.

The views expressed are those of the author and not necessarily CAUT.

L'inégalité d'accès des populations étudiantes défavorisées

➔ Suite de la PAGE A3

l'instar des autres dégrèvements fiscaux, le REEE, qui n'est pas axé sur les besoins, est essentiellement une subvention accordée aux familles à revenu moyen et élevé qui ont les moyens de mettre des épargnes de côté.

Les programmes d'aide aux étudiants, en revanche, sont toujours aussi importants pour favoriser l'accès des étudiants à faible revenu. Malheureusement, ces programmes n'ont pas la capacité de répondre à l'ampleur de l'aide financière dont ont besoin les étudiants. À l'heure actuelle, celle-ci leur est consentie au travers du Programme canadien de prêts aux étudiants et d'un éven-

tail de bourses octroyées par les universités et les collèges.

En 2008, le gouvernement fédéral a lancé un programme de bourses en vertu duquel les étudiants issus de famille à faible revenu qui sont admissibles à un prêt étudiant fédéral peuvent toucher jusqu'à 250 \$ par mois d'études. Cependant, comme la portion de l'aide financière correspondant au prêt excède de beaucoup la valeur de la bourse comme telle, la dette étudiante s'est de ce fait accrue démesurément. L'endettement moyen des étudiants au terme de leurs études de premier cycle se chiffre à 37 000 \$.

La perspective de devoir assumer une dette colossale ne manque pas d'apporter son lot d'effets dissua-

sifs. La nécessité d'emprunter décourage les jeunes à s'inscrire à des programmes d'études postsecondaires, tout comme l'obligation de traîner un fardeau d'endettement écartant retarde l'obtention de leur diplôme et accroît le risque de ne pas y parvenir. L'endettement est également cité comme la raison pour laquelle les jeunes médecins et avocats ne veulent pas occuper des postes moins rémunérés dans la fonction publique ou des postes de généralistes.

L'éducation postsecondaire doit être accessible à tous les étudiants qualifiés. Or, il y a fort à craindre aujourd'hui qu'un grand nombre d'étudiants ne soient dissuadés d'entreprendre des études supé-

rieures en raison de ressources financières insuffisantes ou de l'appréhension de s'endetter lourdement. C'est pourquoi la mise en place d'un programme de subventions d'études entièrement fondé sur les besoins des étudiants contribuerait dans une large mesure à régler le problème.

Néanmoins, le problème de l'augmentation des frais de scolarité ne pourra être réglé que si le système d'éducation postsecondaire bénéficie d'un financement public mieux équilibré. Le gouvernement fédéral doit s'employer davantage à relever ce défi, sans quoi l'accessibilité n'en sera que plus réduite et notre engagement envers l'équité sociale s'en trouvera compromis. ■

CAFA Honours Two Academics

TWO professors have been chosen by the 4,000+ member Confederation of Alberta Faculty Associations community to receive the 2010 Distinguished Academic Awards for "outstanding contributions to the wider community beyond the academy."

Carole Estabrooks, a University of Alberta nursing professor and holder of the Canada Research Chair in Knowledge Translation, received the award for her innovative and influential approach in translating knowledge from the research setting into real-world applications for practical improvements in nursing and health services delivery, especially elder care. Her work on helping to move research into practice in health care and health systems decision making was credited with changing "the face of knowledge translation science in Canada and around the world" and for having "a major impact on care for the elderly."

Paul Hayes, who joined the department of chemistry and biochemistry at the University of Lethbridge in 2006, received the "early career" award in recognition of his promising research into "green" molecules and non-toxic chemical processes. The science he's investigating on catalysts and biodegradable polymers has applications for producing cost-effective, viable alternatives to many conventional materials, such as "green" plastic for food packaging, and for uses in everything from automotive to consumer products to sutures to



Achievements Rewarded — Carole Estabrooks and Paul Hayes celebrate their awards with Walter Dixon (centre), president of the Confederation of Alberta Faculty Associations, at a banquet in Edmonton Sept. 16.

drug delivery devices. His research and discoveries in the field were cited for significant "industrial and environmental implications" and for great potential in "achieving sustainability."

"The Distinguished Academic Award and the Distinguished Academic Early Career Award are special because the honorees are chosen by their peers," said CAFA pre-

sident Walter Dixon. "These awards highlight our colleagues' exceptional research and scholarly contributions to society. This year we are proud to celebrate the outstanding work of Dr. Carole Estabrooks and Dr. Paul Hayes."

Estabrooks and Hayes received their awards during a ceremony held in Edmonton last month. ■

Les scientifiques fédéraux soumis à la loi du bâillon

SELON des documents obtenus par la journaliste Margaret Munro de l'agence Postmedia News grâce à la Loi sur l'accès à l'information, les scientifiques à l'emploi de Ressources naturelles Canada (RNCAN) doivent obtenir l'autorisation ministérielle pour parler aux journalistes.

Les nouvelles règles, en vigueur depuis mars dernier, obligent les scientifiques à obtenir l'approbation du cabinet du ministre Christian Paradis avant de s'exprimer publiquement non seulement sur des questions d'actualité et controversées, mais aussi sur des phénomènes remontant jusqu'à la dernière ère glaciaire.

« Nous avons mis en place de nouvelles procédures pour les entrevues avec les médias en vertu desquelles certains types de demandes d'entrevue doivent faire l'objet d'un préalable d'une autorisation du cabinet du ministre », écrit Judy Samoil, gestionnaire des communications régionales de l'Ouest à RNCAN, dans un courriel envoyé à ses collègues le 24 mars.

En conséquence de ces nouvelles règles, le scientifique Scott Dallimore, qui travaille dans les laboratoires de RNCAN, s'est vu interdire de répondre aux questions des médias au sujet d'un article qu'il avait coécrit dans la revue scientifique *Nature* à propos d'une inondation colossale qui a dévasté le Nord canadien il y a 13 000 ans.

« Il nous faut obtenir le feu vert du cabinet du ministre avant d'autoriser cette entrevue », écrit Patricia Robson, gestionnaire des relations avec les médias du ministère, dans un courriel adressé à un journaliste qui souhaitait interviewer M. Dallimore.

En fin de compte, les journalistes ont dû interviewer les coauteurs de l'étude établis à l'extérieur du Canada.

« Si l'on vous empêche de prendre connaissance d'un article scientifique retraçant un phénomène historique aussi intéressant et inoffensif qu'une inondation survenue lors de la dernière glaciation, imaginez ce qui se passerait si vous tentiez de prendre contact avec des scientifiques détenant des informations sur le cadmium et le mercure dans la rivière Athabasca? », a déclaré à Postmedia News le climatologue Andrew Weaver de l'Université de Victoria, en parlant de la controverse entourant les con-

taminants en aval des sables bitumineux de l'Alberta.

Environnement Canada et Santé Canada contrôlent eux aussi l'accès des médias aux scientifiques fédéraux et coordonnent les entrevues qui sont autorisées, allant même jusqu'à préparer des « info-capsules » pour les chercheurs.

C'est d'ailleurs à de telles lignes de conduite, indique M. Weaver, qu'ont dû s'en tenir les scientifiques qui ont coécrit avec lui des études climatiques fondées sur des recherches subventionnées grâce à ses bourses universitaires.

« Il ne fait aucun doute qu'une campagne orchestrée au niveau fédéral a été mise sur pied pour faire en sorte que les scientifiques du gouvernement ne puissent pas communiquer au public les résultats de leurs travaux », a-t-il dit à Postmedia News.

Selon lui, les règles imposées semblent tout droit sortie d'une œuvre de George Orwell, et le public — c'est-à-dire les contribuables dont l'argent sert à financer le programme scientifique du gouvernement — a le droit incontestable d'être informé sur les découvertes et les avancées des chercheurs fédéraux.

« Bâillonner les scientifiques susceptibles de faire entrave au programme idéologique d'un gouvernement va davantage de pair avec une dictature qu'avec une démocratie », s'indigne le directeur général de l'ACPPU, James Turk. « Le gouvernement Harper affiche une fois de plus son mépris pour la science et la démocratie. »

Dans un éditorial paru le 15 septembre, le *Calgary Herald* qualifie les règles mises en place de « sinistrement totalitaires ».

« Nous comprenons le désir des organisations tant publiques que privées d'appuyer chez leur personnel la sensibilisation aux médias et l'acquisition de compétences médiatiques », peut-on lire dans l'éditorial. « Mais pousser la microgestion jusqu'à obliger les journalistes à soumettre leurs questions à l'avance pour que le spécialiste concerné puisse y répondre par des réponses toutes faites préautorisées par le gouvernement, comme c'était le cas en l'occurrence, relève d'une paranoïa aux proportions orwelliennes. » ■

English on page A5.

Baisse en spirale des subventions à la découverte

→ Suite de la PAGE A1

rait par un amoindrissement de l'appui à la recherche dans les plus petites provinces et les petits établissements ».

Un examen du programme réalisé à l'interne en 2007 a révélé que les fonds octroyés dans le cadre du programme ne suffisaient pas à répondre aux besoins des chercheurs universitaires de plus en plus nombreux qui ont été embauchés au cours de la dernière décennie,

et que le montant moyen des subventions à la découverte n'avait pas été indexé en fonction de l'inflation.

« Le problème central demeure l'insuffisance des fonds de recherche accordés par les trois conseils subventionnaires », explique M. Turk. « Un problème exacerbé par la tendance au sein du CRSNG à cibler de plus en plus de fonds vers les partenariats universités-secteur privé et les initiatives de commercialisation. »

Le Programme de subventions à la découverte représentait les deux tiers du budget du CRSNG lors de la création de ce dernier en 1978, contre environ 33 % seulement aujourd'hui.

La situation ne fera qu'empirer pour les chercheurs en milieu universitaire à mesure que le CRSNG mettra à exécution son intention de réduire de 14,5 millions de dollars le budget du programme sur les trois prochaines années. ■

CALL for RECOMMENDATIONS

The CAUT Equity Award was established in 2010 to recognize post-secondary academic staff who have demonstrated an outstanding commitment to challenging exclusionary behaviours and practices such as racism and homophobia and by so doing have made post-secondary education in Canada more inclusive. Faculty associations, equity committees, caucuses or any other interested parties are invited to submit recommendations for the award.

APPEL des CANDIDATURES

Le Prix pour l'équité de l'ACPPU a été créé en 2010 afin de souligner les réalisations des membres du corps professoral qui ont manifesté un engagement exceptionnel à contester les comportements et les pratiques d'exclusion tels que le racisme et l'homophobie, renforçant ainsi le caractère inclusif des établissements d'enseignement postsecondaires du Canada. Les associations de personnel enseignant, les comités chargés des questions d'équité et toute autre partie intéressée sont invités à soumettre des candidatures pour le prix.

CAUT
EQUITY
AWARD

PRIX pour
l'ÉQUITÉ
de l'ACPPU



Information : www.caut.ca

Conservative Misleads on Long-Form Census

IN July, Conservative MP Maxime Bernier claimed that when he was industry minister during the last census in 2006, he received about 1,000 complaints a day during the census taking.

But documents obtained by CAUT through an access to information request submitted by Ken Rubin suggest that officials inside Industry Canada were surprised by his claim and "an internal survey of correspondence" showed it to be wildly wrong.

In July 18 email correspondence between Connie Graziadei, director general of Statistics Canada's human resources branch, and the deputy industry minister's chief of staff Paul Halucha, they confirm the ministry only received "a standard 25-30 [complaints] a year" and that Statistics Canada received just 22 complaints over the "intrusiveness" of the 2006 short and long-form census. ■



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LEADING IN INNOVATIVE MANAGEMENT

CAREERS CARRIÈRES

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■ **ACCOUNTING** — Memorial University of Newfoundland. Applications are invited for a tenure-track faculty position in accounting at all ranks with a proposed commencement date of July 1, 2011. Salary will be commensurate with qualifications and experience. The position is subject to budgetary approval. The successful applicant will be expected to teach undergraduate and graduate courses as well as to conduct research in auditing, financial accounting, management accounting, tax, or a related discipline. Applicants should have a PhD/MA in accounting and have a demonstrated commitment to teaching and research quality in a university environment. Applicants must have demonstrated research productivity commensurate with the rank of appointment. Evidence of a completed earned doctorate is required for the appointee to receive the rank of Assistant Professor or higher and to be in a tenure-track position. If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree. The Faculty of Business Administration is a leader in management education with AACSB International Accreditation. Approximately 1,000

students are registered in the undergraduate programs of the Faculty, with another 200 students completing graduate programs. The Faculty also has an active international exchange program with universities in Europe, Asia, and Mexico. For additional information about our Faculty, please visit our web site at www.business.mun.ca. Applicants are asked to email a copy of their curriculum vitae and the names of three referees to: dean@business.mun.ca, quoting the Competition Number: VPA-BUSI-2010-001. Deadline for receipt of applications is November 1, 2010. For further information telephone: (709) 737-8851 or fax: (709) 737-2467 or e-mail: dean@business.mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, vibrant cultural life, and easy access to a wide range of outdoor activities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **ANTHROPOLOGY** — University of Waterloo. The Department of Anthropology, University of Waterloo, seeks a cultural anthropologist (rank open) with a research specialization in one of science and technology, human rights, the environment, business and finance, or business. Geographically we are interested in developing a focus on the Pacific. But we would also encourage applications from those working in North Africa, Turkey or elsewhere in the Mediterranean region in order to build on our existing regional expertise in the circum-Mediterranean. The department has a flourishing undergraduate program and a joint MA program in Public Issues Anthropology with the University of Guelph. The successful candidate will be expected to contribute substantially to the graduate program. This position will become available in July 2011. Salary commensurate with qualifications and experience. The closing date for applications is November 15, 2010. To apply, use our online application system at <http://online.uwaterloo.ca/OFAS/ANTV>. Applications must include curriculum vitae, the names and contact information for three referees, evidence of teaching quality and a sample paper or publication. Enquiries may be directed to Professor Maria Ligon, Chair, Department of Anthropology, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada; (anthrecruiting@uwaterloo.ca). Additional information concerning the Department of Anthropology can be found at <http://anthropology.uwaterloo.ca>. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **ASTROPHYSICS (NATIONAL POSTDOCTORAL FELLOWSHIPS)** — The Canadian Institute for Theoretical Astrophysics (CITA) is a national centre for theoretical astrophysics located at the University of Toronto. As part of its mandate to promote research throughout Canada, the Institute provides partial support for postdoctoral fellows working in the theoretical astrophysics or closely related fields at Canadian universities other than the University of Toronto, through the National Fellows program. The responsibility for identifying and nominating potential CITA National Fellows who will work at a given university lies with the faculty at that university. Only faculty at Canadian universities may submit nominations. The deadline for these nominations is November 15, 2010 for fellows to start in September 2011. If you are interested in applying for National Fellowships at either of the following faculty by e-mail or check department websites for further research and application details: Professor Andrew Cumming, McGill University, <http://www.physics.mcgill.ca>; Professor Julio Navarro, University of Victoria, <http://www.phys.ubc.ca>; Professor Natalia Ivanova, University of Alberta, <http://www.phys.ualberta.ca/~natia>; Professor Shantanu Basu, University of Western Ontario, <http://www.uwo.ca/~basu>; Dr. Robert Thacker, Saint Mary's University, thacker@stmarys.ca. Various opportunities at the University of British Columbia, <http://www.astro.ubc.ca/citafellow.html>. Professor Paul Wiegert, University of Western Ontario, www.uwo.ca/~wiegert; Professor Robert Coley, <http://www.mathstat.dal.ca/~ase/>.

■ **ASTROPHYSICS (POSTDOCTORAL FELLOWSHIPS)** — The Canadian Institute for Theoretical Astrophysics (CITA) is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer several postdoctoral fellowships of two to three years. The starting date will be 1 September 2011. Funds will be available for travel and other research expenses. A PhD in any field of theoretical astrophysics is required. Fellows are expected to carry out original research in theoretical astrophysics under the general supervision of the permanent faculty whose interests include: cosmology, interstellar matter, nuclear and relativistic astrophysics, solar physics, star and planet formation, high energy astrophysics. See the CITA web page at <http://www.cita.utoronto.ca> for instructions. We only accept electronic submissions. Applicants will be asked to submit a curriculum vitae, statement of research interests, and arrange for three letters of recommendation. The deadline for applications and letters of recommendation is November 15, 2010. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, abo-

Advertising Closing Dates / Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the printed CAUT Bulletin are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the Bulletin.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le Bulletin de l'ACPPU sont indiquées ci-après. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du Bulletin n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du Bulletin.

ISSUE / NUMÉRO	CLOSING DATE / DATE DE TOMBÉE	POST DATE / DATE AFFICHÉE
August 2010 août	August 15, 2010	August 25, 2010
September 2010 septembre	September 01, 2010	September 22, 2010
November 2010 novembre	October 08, 2010	October 27, 2010
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Publisher's Statement

The CAUT Bulletin will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect the priorities of this organization. The CAUT Bulletin therefore reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to AAUP, 500-1012 14th St. NW, Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

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Le Bulletin de l'ACPPU n'accepte ni les publicités des établissements post-secondaires ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend de ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=247&lang=2) reflète les priorités clés de cette organisation. Le Comité de rédaction du Bulletin de l'ACPPU se réserve donc le droit de refuser de publier les annonces d'un établissement post-secondaire dans la mesure où la teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors (AAUP) enquête sur des violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. NW, Washington, DC 20005-3465; tel: (202) 737-5900, ou de visiter www.aaup.org.

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CAREERS CARRIÈRES



BC Cancer Agency
CARE & RESEARCH


An agency of the Provincial Health Services Authority

The BC Cancer Agency (BCCA) is seeking a research leader of international profile with a record of scientific excellence to lead the world-class research activities of the BC Cancer Agency, as the Vice President Research. The BC Cancer Agency is affiliated with UBC and co-hosts the development and conduct of academic oncology in BC. The position entails responsibility for visionary, strategic leadership and overall direction, coordination and oversight of cancer research at the BC Cancer Agency. The BC Cancer Agency is a provincial organization with a provincial mandate for cancer control and undertakes world-class research in many disciplines, utilizing many technologies within laboratory-based and translational research, clinical trials and population oncology.

The appointee will also serve as Associate Dean, Research within the Faculty of Medicine at the University of British Columbia (UBC). In this endeavor, this individual will work with the Executive Associate Dean, Research, and Associate Deans, Research of the lower mainland Health Authority Research Institutes (Vancouver Coastal Health Research Institute, Child and Family Research Institute and Providence Health Care Research Institute) for both defining and facilitating the health research strategy for the Faculty of Medicine (FoM), province wide.



Vice President Research – BC Cancer Agency Assistant Dean, Research – University of British Columbia

Regular Full-time  Vancouver, British Columbia



The Vice President Research has dual responsibility. The incumbent will report jointly to the President BC Cancer Agency and, within the Faculty of Medicine, this individual will report to the Executive Associate Dean, Research and through this position, is accountable to the Dean of the Faculty of Medicine.

The ideal candidate will have education and experience equivalent to a PhD and/or MD in a relevant discipline as well as bring strong administrative and interpersonal skills to the position. Key attributes of the successful applicant will include scientific excellence, innovation, collaborative relationships with local, national and international partners, promotion of 'team research' and the ability to lead a strategically focused program of excellence in scientific discovery and translational research. The individual will have a track record of significant research achievement, demonstrated excellence in teaching, and be eligible to hold a clinical faculty appointment or a full-time appointment at the rank of Professor in the UBC Faculty of Medicine. An appropriate academic department in the Faculty of Medicine will be identified at the time a successful candidate is selected. Salary will be commensurate with experience and qualifications. The expected start date for the position is January 3, 2010 or upon a date to be mutually agreed. The term would be for 5 years initially.

Application letters, accompanied by a detailed curriculum vitae, a teaching dossier, and names of three references should be submitted to: Carol Jeffs, Recruitment Advisor, #800 – 1441 Creekside Dr, Vancouver, BC V6C 4S7 cjeffs@phsa.ca • 1-604-875-7215 (P) • 1-604-875-7253 (F). For more information, please contact Dr. David Levy, President, BC Cancer Agency at 604.675.8100 or dlevy@bccancer.bc.ca

Applications will be accepted until October 12, 2010.

For more information about the Agency that you are interested in, please visit the website at: www.bccancer.bc.ca

For more information on all that the PHSA has to offer, please visit: <http://careers.phsa.ca>

The BC Cancer Agency is committed to reducing the incidence of cancer, reducing the mortality from cancer, and improving the quality of life of those living with cancer. It provides a comprehensive cancer control program for the people of British Columbia by working with community partners to deliver a range of cancer services, including prevention, early detection, diagnosis and treatment, research, education, supportive care, rehabilitation and palliative care. It operates five regional cancer centres in Surrey, Kelowna, Vancouver, Vancouver Island, and Abbotsford, with a sixth centre scheduled to open in Prince George in 2012. The BC Cancer Agency's Research Centre conducts research into the causes and cures for cancer.

BCCA is an agency of the Provincial Health Services Authority (PHSA) which plans, manages and evaluates specialty and province-wide health care services across BC. PHSA embodies values that reflect a commitment to excellence. These include: Patients first • Best value • Results matter • Improvements through knowledge • Open to possibilities.

BC Cancer Agency and UBC hire on the basis of merit and are committed to employment equity. All qualified persons are encouraged to apply. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas. However, Canadian and permanent residents of Canada will be given priority.



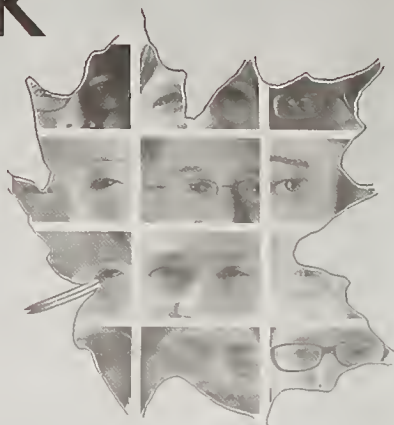
Provincial Health Services Authority
Province-wide solutions.
Better health.

www.phsa.ca

www.bccancer.bc.ca

TEACHING AT CARLETON IS ANYTHING BUT TEXTBOOK

Whether you are launching or further developing your career, Carleton University offers faculty members an opportunity to work with some of the world's best researchers and scholars. As a future-oriented university that strives for excellence in a vast canvas of intellectual endeavours, Carleton is seeking faculty that will help it to continue discovering new intellectual terrain and push the boundaries of knowledge and understanding. If you are seeking an inclusive and collaborative university with a strong reputation for applied and theoretical research and scholarship, you'll find that Carleton University can offer you opportunities that are anything but textbook.



FACULTY POSITIONS AVAILABLE

- Assistant Professor, Architecture and Urbanism
- Assistant or Associate Professor, Business (Accounting)
- Assistant Professor, Civil and Environmental Engineering (*Conservation Engineering (emphasis on Heritage Structures)*)
- Assistant Professor, Civil and Environmental Engineering (*Energy Efficient and Environmentally Friendly Building Technologies and Green Building Design*)
- Assistant Professor, Economics (*Public Economics*)
- Associate Professor, Industrial Design
- Assistant Professor, Information Technology (*Interactive Multimedia and Design*)
- Assistant Professor, International Affairs (*Intelligence and Security Studies*)
- Assistant Professor, Law (*Legal Studies*)
- Assistant or Associate Professor, Mechanical and Aerospace Engineering (*Environmentally Responsible Energy Generation, Conversion, and Utilization*)
- Assistant Professor, Mechanical and Aerospace Engineering (*Aircraft Design and Aircraft Structures*)
- Assistant Professor, Physics (*Experimental Particle Physics*)
- Assistant Professor, Psychology (*Social Psychology*)
- Assistant Professor, Systems and Computer Engineering (*Sustainable and Renewable Energy Engineering*)

Located in Ottawa, Ontario, Carleton University is a dynamic research and teaching institution with a tradition of leading change. Its internationally recognized faculty, staff and researchers provide more than 24,000 full- and part-time students from every province and more than 100 countries around the world with academic opportunities in more than 65 programs of study. Carleton's creative, interdisciplinary and international approach to research has led to many significant discoveries and creative works in science and technology, business, governance, public policy and the arts. As an innovative institution Carleton is uniquely committed to developing solutions to real-world problems by pushing the boundaries of knowledge and understanding daily.

Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority. All positions are subject to budgetary approval.

For details on faculty positions available at Carleton, please check out our website:

carleton.ca/facultyrecruitment



CAREERS CARRIÈRES



www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Consistently ranked in the top tier of the world's best business schools and #1 in Canada, the Schulich School of Business is known for its global reach, innovative programming and the diversity of its student body, faculty and staff.

Schulich enrolls some 3,000 students in undergraduate, graduate and postgraduate Business degree programs leading to careers in the private, public and non-profit sectors. Located in Toronto, the School's multimillion-dollar complex is on York University's main campus. Schulich's downtown Miles S. Nadal Management Centre is situated in the heart of the city's financial district.

The School has pioneered unique offerings in areas such as financial engineering, financial service, real property, business and sustainability, and health industry management. In addition, it launched Canada's first comprehensive degrees leading to careers in international business – the International MBA (IMBA) and the International BBA (IBBA). The Kellogg-Schulich EMBA, established in partnership with Northwestern University's Kellogg School of Management, is North America's first cross-border Executive MBA. Each year, the Schulich Executive Education Centre provides executive development programs to more than 10,000 executives in Canada and abroad.

As Canada's Global Business School™, Schulich has strategic linkages in more than 80 countries around the world, including academic exchange partnerships with leading international management schools. The School has international satellite centres in Beijing and Shanghai, China, Mumbai, India, Seoul, South Korea, and Moscow, Russia, to support initiatives related to recruitment, executive education, career development, alumni relations and corporate marketing.

Schulich faculty have earned global recognition for their research in such fields as finance, strategy, marketing, business and sustainability, organizational behaviour and international business.

The Schulich School of Business invites applications for tenure-stream positions, effective July 1, 2011, subject to budgetary approval. Salary and benefits are competitive. The successful candidates should be eligible for prompt appointment to the Faculty of Graduate Studies. Complete applications for all positions should be received by **December 1, 2010**, and addressed to the appropriate contact person and area co-ordinates specified under each listing, at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.**

Schulich School of Business

TENURE-STREAM APPOINTMENTS

ACCOUNTING

Applications are invited for a tenure-stream position, at the Senior Assistant, Associate or Full Professor level, in Accounting. The successful applicant will be expected to support both undergraduate and graduate education.

The preferred candidates will have: a leadership position within the discipline, marked by significant contributions to accounting or auditing research; a track record of publications in top-tier journals; evidence of an ongoing research program with potential for further publications in top-tier journals; a willingness and demonstrated ability to supervise master's and/or doctoral students; evidence of effective teaching and a willingness to employ a variety of sound pedagogies consistent with the needs of the School's Accounting area; a doctorate in Accounting or a related field.

Applicants should submit an application letter, a curriculum vitae, three letters of reference, a current working paper, a one-page statement of current research program/interest and information about teaching performance to: **Dr. Cameron Graham, Chair of the Accounting Search Committee, Schulich School of Business.** E-mail: cgraham@schulich.yorku.ca. Please apply via e-mail.

SCHULICH CHAIR IN ACCOUNTING

Applications are invited for an outstanding scholar to fill a named Chair in Accounting, at the Professor level.

The preferred candidates will have: a strong record of quality research in accounting, including financial accounting, managerial accounting, capital markets, international accounting, and/or capital markets research relating to accounting issues; a leadership position within academic accounting research, marked by substantive and methodological innovation; strong evidence of teaching effectiveness and a willingness to employ a variety of sound pedagogies, including case-method teaching, that are consistent with the

needs of the School's Accounting area, at both graduate and undergraduate levels; a willingness and ability to contribute to the doctoral program as a dissertation supervisor; a doctorate in Accounting or a related field.

Applicants should submit a letter of application, including a statement of current research, a curriculum vitae, evidence of effective teaching and three letters of reference to: **Dr. Thomas H. Beechy, Professor, Emeritus of Accounting, Search Committee Chair, Schulich School of Business.** Tel.: 416.736.5097 and 647.588.3065. E-mail: beechy@schulich.yorku.ca.

FINANCE

Applications are invited for a tenure-stream position, at the Senior Assistant level, in Finance, with preference given to specialists in the field of investments.

The preferred candidates will have: a PhD in Finance or a related field; demonstrated excellence in research and teaching, and a publication record in top-tier outlets.

Applicants should submit an application letter, a curriculum vitae, three letters of reference, examples of research and information on teaching performance to: **Professor Mark Kamstra, Area Coordinator, Finance, Schulich School of Business.** E-mail: financerecruiting@schulich.yorku.ca. Electronic applications are preferred.

SCHULICH CHAIR IN FINANCE

Applications are invited for an outstanding scholar to fill a named Chair in Finance, at the Senior Associate or Full Professor level.

The preferred candidates will have: a leadership position within the discipline, marked by significant contributions to financial research; demonstrated experience in supervising doctoral students; a demonstrated ability to teach in PhD, MBA and BBA programs; a PhD in Finance or a related field.

Applicants should submit an application letter, a curriculum vitae, three letters of reference, examples of research and information on teaching performance to: **Professor Mark Kamstra, Area Coordinator, Finance, Schulich School of Business.** E-mail: financerecruiting@schulich.yorku.ca. Electronic applications are preferred.

INFORMATION SYSTEMS

Applications are invited for a tenure-stream position, at the Senior Assistant or Associate Professor level, in Information Systems.

The preferred candidates will have: received a PhD in Information Systems or a related area; potential for outstanding research and scholarship, as demonstrated by publication or late-round revisions in top-tier journals in information systems; clear evidence of teaching effectiveness, preferably at all levels – from undergraduate to graduate.

Applicants should submit an application letter, a curriculum vitae, samples of research papers, three letters of reference and information regarding teaching to: **Professor Wade Cook, Area Coordinator, Operations Management and Information Systems, Schulich School of Business.** E-mail: wcook@schulich.yorku.ca.

SCHULICH CHAIR IN INFORMATION SYSTEMS

Applications are invited for an outstanding scholar to fill a named Chair in Information Systems, at the Senior Associate or Full Professor level.

The preferred candidates will have: a PhD in Information Systems or a related area; a proven track record of scholarship and leadership in the field; an outstanding and ongoing program of academic research and publishing in top-tier journals in information systems (e.g., MISQ, ISR, Management Science); a willingness and ability to take a leadership role in the doctoral program; previous experience in teaching doctoral-level courses and advising and supervising doctoral students; evidence of teaching effectiveness at all levels, from undergraduate

CAREERS CARRIÈRES

D

■ DEMOGRAPHY — University of Western Ontario. Applications are invited for a Probationary, tenure track position at the Assistant or Associate Professor level beginning 1 July 2011. The successful candidate must have expertise in the field of formal demography, the ability to teach graduate and undergraduate courses in Demographic Modeling and Methods as well as Quantitative Methods and Statistics, and a strong substantive research program that would contribute to the focus of the Population Studies program at Western in the areas of life course studies, longevity/mortality/health, family demography, or migration. Potential candidates are expected to have a strong portfolio, including evidence of potential for excellence in teaching and research. Candidates must have a PhD at the time of appointment. The Department of Sociology has strengths in the areas of Population Studies, Aging and Health, Diversity and Inequality, and social theory and research methodology. The University of Western Ontario is a top-ranked research-intensive university and the Department has one of the largest Sociology programs in Canada. We have an excellent PhD and Masters level graduate program that regularly attracts outstanding Canadian and International applicants. Applications must include the following: (1) a cover letter, (2) a CV, (3) the names and contact information of three referees, (4) a sample publication, and (5) a teaching dossier. This material should be sent to: Professor Tracey Adams, Chair, Department of Sociology, Room 5316, Social Sciences Centre, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. The deadline for receiving applications is November 1st 2010; however, the Appointments Committee reserves the right to review the files and even make a decision prior to the deadline. Candidates are, therefore, strongly advised to submit their applications as early as they can. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

E

■ EARTH SCIENCES (STABLE ISOTOPE SCIENCE CRG) — University of Western Ontario. The Department of Earth Sciences invites applications for a Tier 1 (Senior) Canada Research Chair in the area of Stable Isotope Science. Appointment to a faculty position will be conditional on the selected candidate being awarded a Canada Research Chair. It is anticipated that the Chair nomination will be submitted to the CRC Secretariat around April, 2011. The appointment will be made at the rank of associate (probationary) (tenure-track) or full professor (with tenure), with a starting date for the appointment of January 1, 2012, or later. Stable Isotope Science is a major interdisciplinary research theme at The University of Western Ontario,

led by the Department of Earth Sciences with strong involvement by other departments in the Faculty of Science and the Faculty of Social Science. The successful candidate will join an intellectual and analytical interdisciplinary hub across anthropology, earth sciences, planetary sciences, environmental and ecological sciences and geography for the purpose of examining large problems in earth systems science including: water resources, climate change, ecosystem adaptability, migration and sustainability of various earth resources. Stable isotopes allow us to use the most abundant elements, oxygen, hydrogen, carbon and nitrogen to examine the significant interactions in the atmosphere-biosphere-hydrosphere-lithosphere continuum, including and in particular, human interaction with those environments. The Department of Earth Sciences is a vibrant community of 23 full-time faculty members, 9 support staff, 95 graduate students, and 10 post-doctoral fellows, research associates and instructors. Research in the Department of Earth Sciences is organized into the broad themes of Earth and Planetary Systems, Resource Geoscience, Tectonic Processes and Natural Hazards, and Earth and Climate Evolution. The successful applicant will be expected to establish and maintain a vigorous, independently funded research program in Stable Isotope Science, and to collaborate with other faculty members in one or more of our broad research themes. Applications from individuals whose research aligns with existing areas of strength within Western's Stable Isotope group are particularly encouraged. More information about the Department is available at: www.uwo.ca/earth/ and further information regarding the Stable Isotope group may be found at: <http://www.uwo.ca/earth/LSIS/>. Details of the CRC program can be found at <http://www.crc.gc.ca/>. The successful candidate will have an outstanding research record in Stable Isotope Science and demonstrate the level of leadership, and research excellence appropriate to a senior CRC position. She or he will be expected to lead a vigorous, internationally competitive research program, to supervise graduate and undergraduate student research, and to participate in teaching at the graduate and undergraduate levels. Review of applications will commence on November 1, 2010. A complete application includes a covering letter, a full curriculum vitae, the names, email addresses, and phone/fax numbers of at least three referees, and a statement, not to exceed 500 words, explaining how background, experience and research accomplishments qualify you for this position. sent to: Dr. Gerhard Pratt, Chair, Department of Earth Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B7; Email: eschair@uwo.ca. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

to graduate. In addition, industry experience is highly desirable.

Applicants should submit an application letter, a curriculum vitae, samples of research papers, three letters of reference and information regarding teaching to: **Professor Wade Cook, Area Coordinator, Operations Management and Information Systems, Schulich School of Business.** E-mail: wcook@schulich.yorku.ca.

ORGANIZATION STUDIES

Applications are invited for a tenure-stream position, at the Senior Assistant, Associate or Full Professor level, for an outstanding scholar in Organizational Behaviour.

The preferred candidates will have: a proven track record of leadership in the field; a PhD; an outstanding and ongoing program of academic research and publishing in top-tier journals in

organizational behaviour/organizational theory; a willingness and ability to contribute to the doctoral program and help build the area; previous experience in teaching doctoral-level courses and advising and supervising doctoral students; evidence of teaching effectiveness at all levels, from undergraduate to graduate.

Applicants should submit an application letter, a curriculum vitae, samples of research papers, three letters of reference and information regarding teaching to: **Professor Pat Bradshaw, Organization Studies Area Coordinator, Schulich School of Business.** E-mail: pbradshaw@schulich.yorku.ca.

SCHULICH CHAIR IN STRATEGIC MANAGEMENT AND INTERNATIONAL BUSINESS

Applications are invited for an outstanding scholar to fill a named Chair in Strategic Management and International Business, at the Senior Associate or Full Professor level.

The preferred candidates will have: a PhD in Strategic Management or a related area; a proven track record of scholarship and leadership in the

field; an outstanding and ongoing program of academic research and publishing in top-tier journals in international business (e.g., SMJ, JIBS, AMR, AMJ); demonstrated leadership in the field of international business and management; previous experience in teaching doctoral-level courses and advising and supervising doctoral students; evidence of teaching effectiveness at all levels, from undergraduate to graduate.

Applicants should submit an application letter, a curriculum vitae, samples of research papers, three letters of reference and information regarding teaching to: **Professor Theodore Peridis, Area Coordinator, Policy/Strategic Management, Schulich School of Business.** E-mail: tperidis@schulich.yorku.ca.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs, or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



The University of Western Ontario \ Schulich School of Medicine and Dentistry



Chair, Department of Anatomy & Cell Biology

THE SCHULICH SCHOOL OF MEDICINE & DENTISTRY, AT THE UNIVERSITY OF WESTERN ONTARIO, IS INVITING APPLICATIONS FOR THE POSITION OF CHAIR IN THE DEPARTMENT OF ANATOMY & CELL BIOLOGY.

Anatomy & Cell Biology is a strong vibrant department with three main areas of strength: Cell Biology, Neurobiology and Clinical Anatomy. Research in Cell Biology focuses on Cancer, Vascular Biology and Stroke, Cell Communication and Cell Signaling. Research in Neurobiology includes Addiction and Reward, Schizophrenia, Spinal Cord Injury and Learning, Memory and Cognition. Clinical Anatomy research is centered on the development and testing of novel tools for the teaching of anatomy, as well as the application of anatomy in clinical settings such as surgery and radiology. The Department has approximately 16 000 sq. ft. of renovated laboratory space and access to many core facilities located at the Schulich School of Medicine & Dentistry, and at the Roberts Research Institute. Facilities within the department include confocal microscopy, cell micromanipulation, live cell imaging, whole animal imaging, and animal behavioral equipment. The Department has a strong graduate program consisting of both Research and Clinical Anatomy Streams and an innovative undergraduate Honours program in Medical Cell Biology. In addition, the Department provides teaching to medical, dental, science and health science students through undergraduate programs in the Schulich School of Medicine & Dentistry and the Faculties of Science and Health Sciences.

The successful candidate should have a reputation for effective interpersonal, administrative and leadership skills and have a well-funded, successful research program. The new Chair will be expected to support the research, educational and interdisciplinary initiatives of the Department, to help maintain the positive forward momentum of the Department and to develop new initiatives in research/scholarship. The successful candidate must have a PhD or equivalent, and would receive a tenured academic appointment at the level of associate or full professor, as appropriate to their record of accomplishment in teaching and research. Candidates with a background in the anatomical sciences and a research program complementing existing research strengths are particularly encouraged to apply. However, applications from candidates with outstanding accomplishments in other research areas are also welcome. The position of Chair is for a five year term, renewable.

Details concerning the Department of Anatomy & Cell Biology, the Schulich School of Medicine & Dentistry, and The University of Western Ontario, London, Ontario, may be found at <http://www.uwo.ca/anatomy/>.

Interested candidates should submit a CV outlining their research, teaching, and administrative experience and interests, including future directions, together with the names and addresses of three referees to: Dr. Michael Strong, Dean, Schulich School of Medicine & Dentistry, Room 3701A, Clinical Skills Building, The University of Western Ontario, London, Ontario N6A 5C1; FAX: (519) 850-2357.

The competition will remain open until the position is filled.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.



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CAREERS

(with tenure). The expected starting date is September 1, 2011, and the position is subject to budgetary approval and approval by the Board of Governors. Strong candidates in every field will be given serious consideration. Excellence in research and teaching are the primary criteria for this position. Applicants should have a PhD or be near completion. All qualified candidates are encouraged to apply. However, Canadian and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications must include a cv, three confidential reference letters, evidence of teaching effectiveness, and samples of research papers. Applications should be submitted to: <http://www.sfu.ca/econ/econ.htm>. The application deadline is November 10, 2010. Email inquiries should be directed to: ecoon@sfu.ca. Under the authority of the University of Waterloo, personal information that is required by the University for academic appointment competition will be collected. For further details see: http://www.sfu.ca/vpccademics/Faculty_Openings_Collection_Notice.htm.

ECONOMICS — University of Waterloo. The Department of Economics at the University of Waterloo seeks to fill three tenure-track or tenure positions. At least two of these positions will be at the professor or associate professor level. Candidates must possess a record of publication in major journals and excellence in research supervision. The Department will consider all candidates, particularly those whose fields include theory, econometrics, or international trade. All candidates must demonstrate excellence or the potential for excellence in teaching. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified individuals are encouraged to apply; however, Canadian and permanent residents will be given priority. Qualified candidates should complete an on-line application: <http://arts.onlinewaterloo.ca/OFAS/ECOA>. Applications should be addressed to: Dr. John Burridge, Chair, Department of Economics, University of Waterloo, 200 University Avenue West, Waterloo, ON N2L 3G1. The Department will begin the interview process 1 November 2010, and will continue that process until the positions are filled.

ECONOMICS (ECONOMETRICS) — University of Toronto. The Department of Economics at the University of Toronto St. George campus invites applications for a tenure-track position in Econometrics at the rank of Assistant Professor. The appointment is effective July 1, 2011. The candidate must have evidence of excellence in research and teaching in Econometrics, and have earned a PhD degree or equivalent by July 1, 2011. The candidate must also have evidence of excellence in research and teaching in Econometrics, and have earned a PhD degree or equivalent by July 1, 2011.

or soon thereafter. The candidate will be expected to teach in our PhD econometrics program, as well as in our undergraduate program. The Department has a preference for a specialist in microeconomics or financial econometrics, but invites applications from candidates with a strong research program in any area of economic theory. Researchers in applied fields whose work can be expected to make contributions to the econometrics literature are also encouraged to apply. Salary will be commensurate with qualifications and experience. Applications should be submitted online at www.economics.utoronto.ca/apply. The deadline for applications is November 12, 2010. Please note that paper applications will not be accepted. For more information about the Department of Economics at the University of Toronto St. George campus please visit our home page at <http://www.economics.utoronto.ca>. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal people, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

ELECTRICAL & COMPUTER ENGINEERING — University of Toronto. The Edward S. Rogers Sr. Department of Electrical and Computer Engineering at the University of Toronto invites applications for faculty positions, starting July 1, 2011. In the following three areas: 1. Systems Control: Applications are welcomed from outstanding candidates in all areas of systems control, including candidates whose research is interdisciplinary in nature. Applications for this position should be addressed to Professor Manfred Megretski, Chair of the Systems Control Search Committee, and sent to: ECSearch@utoronto.ca. 2. Electromagnetics: Research areas of particular interest include: biomedical applications of electromagnetic fields, power systems with emphasis on nanoscale effects, novel electromagnetic packaging, RF MEMS, remote sensing/radar. Applications for this position should be addressed to Professor George Eleftheriades, Chair of the Electromagnetics Search Committee, and sent to: EMSearch@utoronto.ca. 3. Electrical Energy Systems: Research areas of particular interest include: power systems, renewable energy sources, protection, integration of renewable energy sources/storage, and other energy related topics. Applications for this position should be addressed to Professor Peter Lehn, Chair of the Energy Systems Search Committee, and sent to: EESearch@utoronto.ca. Successful candidates are expected to pursue excellence in research and teaching at both the graduate and undergraduate levels, and must have (or be about to receive) a PhD in the relevant area. The ECE department ranks among the top 10 in North America. It attracts outstanding students, has excellent facilities, and is ideally located in the middle of a vibrant, artistic, and diverse metropolitan city. The department offers competitive salaries and start-up funding, and faculty members have access to significant Canadian operational and infrastructure research grants. Additional information on the department can be found at: www.ece.utoronto.ca. Applicants must submit their applications by email to one of the three email addresses given above. Please submit only Adobe Acrobat PDF documents and include a curriculum vitae, a summary of previous research and proposed new directions, and a statement of teaching philosophy and interests. Applications should be received by January 15, 2011. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal people, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

ELECTRICAL & COMPUTER ENGINEERING (ELECTRONIC DESIGN AUTOMATION) — University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at the rank of Assistant Professor, or in very special cases, Full Professor in Computer Engineering with expertise in one or more of the following research areas: hardware/software co-design, application processors, reconfigurable systems, and human/computer interaction with a computer engineering perspective. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 80 faculty members and has planned to expand to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs in the department attract outstanding Canadian and international applicants, with an enrolment of more than 550 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the Department of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <http://www.eceadmission.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ELECTRICAL & COMPUTER ENGINEERING (ELECTRONIC DESIGN AUTOMATION) — University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at the rank of Assistant Professor, or in very special cases, Full Professor in Computer Engineering with expertise in one or more of the following research areas: hardware/software co-design, application processors, reconfigurable systems, and human/computer interaction with a computer engineering perspective. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 80 faculty members and has planned to expand to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs in the department attract outstanding Canadian and international applicants, with an enrolment of more than 550 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the Department of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <http://www.eceadmission.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ELECTRICAL & COMPUTER ENGINEERING (ELECTRONIC DESIGN AUTOMATION) — University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at the rank of Assistant Professor, or in very special cases, Full Professor in Computer Engineering with expertise in one or more of the following research areas: hardware/software co-design, application processors, reconfigurable systems, and human/computer interaction with a computer engineering perspective. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 80 faculty members and has planned to expand to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs in the department attract outstanding Canadian and international applicants, with an enrolment of more than 550 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the Department of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <http://www.eceadmission.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

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ECONOMICS (ECONOMETRICS) — University of Toronto. The Department of Economics at the University of Toronto St. George campus invites applications for a tenure-track position in Econometrics at the rank of Assistant Professor. The appointment is effective July 1, 2011. The candidate must have evidence of excellence in research and teaching in Econometrics, and have earned a PhD degree or equivalent by July 1, 2011.

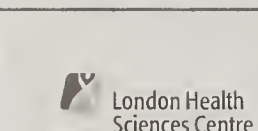
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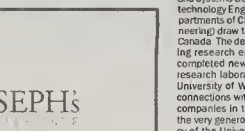
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London Health Sciences Centre



Schulich School of Medicine and Dentistry



St. Joseph's Health Care London

The University of Western Ontario | London Health Sciences Centre | St. Joseph's Health Care London

Chair/Chief, Department of Pathology

THE SCHULICH SCHOOL OF MEDICINE & DENTISTRY, THE UNIVERSITY OF WESTERN ONTARIO, LONDON HEALTH SCIENCES CENTRE AND ST. JOSEPH'S HEALTH CARE LONDON, INVITE APPLICATIONS/NOMINATIONS FOR THE POSITION OF CHAIR/CHIEF OF THE DEPARTMENT OF PATHOLOGY.

The Department of Pathology has a long history of recognized excellence in diagnostic service, teaching, research and administrative leadership. Department members teach medical, dental and health sciences students at the undergraduate, graduate and postgraduate levels, and are engaged in many different areas of basic, clinical and translational research. The Department of Pathology and Laboratory Medicine includes anatomical pathologists, neuropathologists, oral pathologists, medical microbiologists, hematologists, medical biochemists and basic scientists. Members of the Department provide diagnostic pathology and laboratory medicine services for the clinical campuses of St. Joseph's Health Care and London Health Sciences Centre (University Hospital and Victoria Hospital), and referred in work from outside the local health network. London Health Sciences Centre is the site of the Regional Forensic Pathology Unit for Southwestern Ontario. The laboratory sections, excluding core laboratories, are consolidated to single sites e.g. Pathology at University Hospital and Microbiology at Victoria Hospital.

The new Chair/Chief must have the vision to expand the strengths of integrated clinical, teaching and research programs aligned with the University, Lawson Health Research Institute, London Health Science Centre and St. Joseph's Hospital. He/she will be a strong administrator and excellent communicator and be able to advocate for the department's mission and goals, and an active researcher who can work collaboratively with basic and clinical scientists and non-laboratory medicine clinicians. The successful candidate must be an accomplished clinician with an MD or equivalent degree, must have certification in Anatomical or General Pathology from the Royal College of Physicians and Surgeons of Canada (or equivalent), and must be eligible for licensure in Ontario. A strong record of teaching, research and clinical service is required. Academic rank and contractual arrangements will be commensurate with experience and qualification.

London Ontario is a vibrant city of 350,000 people, originally settled in 1826 at the forks of the Thames River. It boasts The University of Western Ontario with nearly 30,000 undergraduate and graduate students, the London Health Sciences Centre and St. Joseph's Health Care which serve a population base of more than 2 million southern Ontario residents. London has affordable housing prices and is close to the Great Lakes and outstanding outdoor recreational opportunities. The city has an active arts and sports community, international airport and is an easy commute to both Toronto, Ontario and Detroit, Michigan.

Interested candidates are encouraged to submit their CV, letter of application and the names and addresses of three references to: Dr. Margaret Steele, Acting Associate Dean, Clinical Academic Affairs and Dr. Gillian K. McHugh, Integrated Vice President, Medical Education & Medical Affairs, c/o Heather Frankling, Selection Committee Coordinator, Schulich School of Medicine & Dentistry, Room 3720, The University of Western Ontario, London, Ontario N6A 5C1. Applications for this position will be accepted until the position is filled. Review of applicants will begin after October 15, 2010.

Positions are subject to budget approval. Applicants should have fluent written and oral communications skills in English. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Western Ontario, London Health Sciences Centre and St. Joseph's Health Care London are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree.) The Faculty of Business Administration is a leader in management education with AACSB International Accreditation. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, with another 200 students completing graduate programs.



Memorial University, the largest post-secondary institution in Atlantic Canada, is a dynamic university with teaching and research programs of international distinction and over 70,000 alumni worldwide. The University has 17,400 undergraduate and graduate students supported by 1,100 faculty members and a staff of over 2,500 employees. With two campuses located in St. John's, including the Marine Institute, and campuses in Corner Brook and Harlow (England), Memorial University offers the best of North American and European university life. It also has several centres and facilities across the province, as well as the Labrador Institute.

Janet Wright & Associates Inc.
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Toronto, Ontario M5R 2K9
munvpa@iwasearch.com

IWA

CAREERS CARRIÈRES

graduate courses, and participation in departmental research and outreach initiatives. As Canada's most innovative university, the University of Waterloo offers the most opportunities for professional and personal development. Within the Faculty of Arts, the Department of French Studies at the University of Waterloo is dedicated to excellence in research and teaching at both the undergraduate and graduate levels. Applicants, including a cover letter, curriculum vitae, three confidential letters of recommendation, and evidence of successful teaching, should be sent directly, no later than October 15, 2010, to: Dr. Guy Koirer, Chair, Department of French Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. Fax: (519) 735-0554. E-mail: poirier@uwaterloo.ca. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

G **GEOGRAPHY** – York University, Department of Geography, Faculty of Liberal Arts & Professional Studies invites applications for a tenure-track position in Physical Geography at the Assistant Professor level in the Department of Geography. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at (416) 736-7323. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

www.yorku.ca/acadjobs

■ GEOTECHNICAL ENGINEERING – University of Waterloo. The Department of Civil & Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Geotechnical Engineering at the rank of Assistant or Associate Professor. Candidates are sought with a strong background in numerical simulation, rock mechanics, physical modelling or testing, soil-structure interaction, or material characterization. The successful candidate must complement the Geotechnical Engineering and Research Group which presently includes faculty with interests in micro-mechanics, geomechanics, analysis and design of buried infrastructure, geomaterial characterization, non-destructive testing, catastrophic landslides, geohazards, and geo-environmental engineering. Applicants with a PhD in Civil Engineering or a closely related field will be considered. Applicants should be eligible for Professional Engineering registration in the Province of Ontario. Applicants must have a demonstrated ability of how clear potential for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills, to be able to supervise graduate students and secure research funding, and to teach undergraduate and graduate courses in a wide range of geotechnical subjects. These include soil mechanics, foundation engineering, numerical modeling, and earth structures engineering. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Send to: Professor Neil R. Thomson, Chair, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department website: <http://www.civil.uwaterloo.ca/>. Applications will be considered at any time until the position is filled.

H **HISTORY (MODERN EUROPEAN HISTORY)** – University of Toronto Scarborough. The Department of Humanities of the University of Toronto Scarborough (UTSC) invites applications for a tenure-track position at the rank of Assistant Professor in modern (post-1750) continental European history, including East Europe and Russia (Britain is excluded). To begin July 1, 2013. Applicants should have a completed PhD and demonstrated excellence in teaching and research. The successful candidate will draw upon present strengths in one or more of social, cultural, intellectual, comparative and transnational history as well as histories of gender, race, colonialism/empires and nationalism. The Department particularly encourages applications from scholars who can contribute to interdisciplinary teaching and research and whose work pushes beyond conventional boundaries. She will be responsible for the development of a range of undergraduate courses, including a theme course in world history to be taught occasionally by a full member of the integrated tri-campus Graduate History Department of the University of Toronto, including the supervision of masters and doctoral theses, and will collaborate with colleagues on relevant interdisciplinary programs and initiatives. The successful candidate will be expected to develop an independently funded program of research

and may have the opportunity to participate in developing new graduate programs at Scarborough. Salary will be commensurate with qualifications and experience. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. The university offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. Additional information on the Department can be found at <http://www.utsc.utoronto.ca/~humi/> and on the tri-campus Graduate Department of History at <http://www.grads.utoronto.ca/history/graduate/index.html>. Applicants should apply online at <http://www.jobs.utoronto.ca/faculty.htm> (Job Number 1000022). Please ensure that you include a letter of application, a current curriculum vitae, a writing sample and teaching materials as well as three references to email letters directly to the Department. The closing date for applications is October 15, 2010. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, including women, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ HISTORY (SUB-SAHARAN AFRICA HISTORY) – McGill University. The Department of History and Classical Studies of McGill University invites applications for a tenure-track position at the rank of assistant professor in the History of Sub-Saharan Africa from July 1, 2011. The successful candidate should hold a PhD and show promise of excellence in teaching and scholarly research. The candidate will be expected to develop and teach undergraduate and graduate courses in the field. The candidate is expected to make significant contributions to the teaching and research activities of the Institute for the Study of International Development (ISID) in the Faculty of Arts, McGill University. A letter of application, curriculum vitae, and one page statement of teaching philosophy, as well as three confidential letters of reference should be addressed to: Professor John Zucchi, Chair, Department of History and Classical Studies, McGill University, 1405 Avenue des Arts, 364, Montreal, Quebec, Canada, H3A 2T7. NOTE: All enquiries and application documents, including reference letters, are to be sent electronically to the Chair's Secretary at celine.coutin@mcgill.ca. Hard copies of reference letters will be requested at a later stage. The deadline for receipt of applications is November 1, 2010. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, permanent residents will be given priority. McGill University is committed to equity in employment and diversity in its workforce. Applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of sexual orientation, persons with disabilities, and others who may contribute to further diversification. McGill University is an English language institution. Fluency in French would be considered an asset.

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Osgoode Hall Law School of York University is one of the world's leading law schools and Canada's largest English-language law school, with a commitment to setting the standard for excellence in legal education and legal scholarship, resulting in intellectual growth and exceptional career opportunities for our students. Our alumni's history of success in private practice as well as many other fields has brought pride and recognition to the Law School.

Osgoode Hall Law School

FACULTY APPOINTMENTS

In the coming year, we expect to make three faculty appointments that will further enrich the strong, innovative teaching and research program and the diversity of the faculty. These appointments will be effective July 1, 2011, subject to final budgetary approval. In making these appointments, we wish to sustain our commitment to a broad and innovative curriculum that responds to the changes in Canada's social, economic, political and intellectual environments, and enhance our long-standing involvement in interdisciplinary and theoretical teaching and scholarship.

To this end, we will consider all individuals with exceptional records of academic accomplishment in the following areas of priority for two of the three appointments (rank open): **experiential learning; dispute resolution; private law/property; legal theory; Aboriginal/environmental; public international law/EU law/comparative law/ law and religion; and special distinction.** Preference will be given to candidates who have doctoral degrees or doctoral studies in progress, however, we are willing to consider candidates who have completed, or are completing, LL.M. programs or have equivalent credentials. The category of "Special Distinction" refers to candidates who are nationally recognized as one of the top scholars in their selected field. For updates and more particulars on the areas of priority, including the category of

"Special Distinction", please visit our website at www.osgoode.yorku.ca.

The third appointment is for the **Osler Chair in Business Law**. This appointment will be at the Associate or Full Professor level. Fields of specialization include, but are not limited to: corporate law, corporate governance; regulation of competition; securities regulation; business transactions; commercial law; banking law; and trade regulation.

Interested individuals should send an application that identifies their areas of specialization and areas of competence in research and teaching, together with a curriculum vitae, copies of law and graduate transcripts, copies of sample publications (electronic copies are preferred; submitted hard copies will not be returned); three signed confidential letters of academic reference, to be received as soon as possible and no later than Friday, October 15, 2010, to: Amanda Wassermuth, Secretary of the Faculty Recruitment Committee, Osgoode Hall Law School, 5B55A Ross Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3. E-mail: facultyrecruitment@osgoode.yorku.ca. Applicants who currently hold faculty positions are invited to contact Rose Sossin, Dean, at 416.736.5199, or Professor Jinyan Li, Chair, Faculty Recruitment Committee, at 416.736.5025.

Osgoode Hall Law School is committed to equality and diversity. The Law School has an Employment Equity Plan, which aims to ensure that our faculty is reflective of the four designated societal groups identified in the federal *Employment Equity Act*: women, visible minorities, Aboriginal persons, and persons with disabilities. The Law School welcomes applications from members of these groups and encourages candidates to self-identify in their initial applications. All qualified candidates are encouraged to apply; however, in accordance with HRSDC regulations, Canadian citizens and permanent residents will be given priority.

OSGOODE

OSGOODE HALL LAW SCHOOL

YORK UNIVERSITY

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and may have the opportunity to participate in developing new graduate programs at Scarborough. Salary will be commensurate with qualifications and experience. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. The university offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. Additional information on the Department can be found at <http://www.utsc.utoronto.ca/~humi/> and on the tri-campus Graduate Department of History at <http://www.grads.utoronto.ca/history/graduate/index.html>. Applicants should apply online at <http://www.jobs.utoronto.ca/faculty.htm> (Job Number 1000022). Please ensure that you include a letter of application, a current curriculum vitae, a writing sample and teaching materials as well as three references to email letters directly to the Department. The closing date for applications is October 15, 2010. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, including women, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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■ INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY – University of Waterloo. The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant Professor level in Industrial/Organizational Psychology. We are particularly interested in applicants with expertise in Personnel Psychology, or who can contribute to both Personnel and Organizational Psychology. The successful candidate will be expected to maintain an active research program and to supervise graduate and undergraduate students. The position includes a 12-month salary and the teaching load is three (12-week) courses per year. The successful candidate must have a PhD in I/O Psychology or equivalent field (e.g., Organizational Behaviour), and a demonstrated record of published research. Information regarding the department and program in Industrial/Organizational Psychology can be found at <http://www.psychology.uwaterloo.ca>. Information regarding Waterloo can be found at <http://www.region.uwaterloo.on.ca>. The anticipated start date for the position is September 1, 2011. We will begin reviewing applications on or before May 15, 2010 and continue until the position is filled. Applicants should electronically submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to spooner@psychology.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals including women, persons with disabilities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ INTERNATIONAL BUSINESS – Memorial University of Newfoundland. Applications are invited for a tenure-track faculty position in International Business at the rank of Assistant Professor with a proposed commencement date of July 1, 2011. Salary will be commensurate with qualifications and experience. The position is subject to budgetary approval. The successful applicant will be expected to teach undergraduate and graduate courses and conduct research in international business. The candidate may specialize in any sub-field in international business, including but not limited to international strategy, international marketing, international human resource management, international operations management, and international finance. The successful candidate will be engaged in high-quality teaching and research on the practical challenges that companies and managers face in the global economy. Applicants should have a PhD/BA and have a demonstrated commitment to teaching and research in a university environment. Applicants must have demonstrated research productivity commensurate with the rank of appointment. Evidence of a completed earned doctorate is required for the appointment to reach the rank of Assistant Professor or higher and to be in a tenure-track position. If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor level. The candidate must complete all the requirements for the doctorate during the first 24 months of the term appointment. He/she shall begin a tenure-track appointment following completion of the requirements of the degree. The Faculty of Business Administration is a leader in management education and research. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, and another 200 students complete graduate programs. The Faculty also has

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Full details at www.uwaterloo.ca/careers

an active international exchange program with universities in Europe, Asia, and Mexico. For additional information about our Faculty, please visit our web site at www.business.mun.ca. Applicants are asked to email a copy of their curriculum vitae and the names of three referees to dean@mun.ca, quoting the Competition Number: VPA-BUS-2010-002. Deadline for receipt of applications is November 1, 2010. For more information, please telephone: (709) 737-6851 or fax: (709) 737-2467 or e-mail dean@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador, offering diverse undergraduate and graduate programs to almost 18,000 students. Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, Aboriginal peoples and persons with disabilities.

■ ISLAMIC STUDIES – McGill University. The Institute of Islamic Studies, McGill University, is seeking a tenure-track faculty member in the area of Premodern Islamic Studies. Preference will be given to a field of Islamic law but other specializations (such as Quran, Hadith, or Sufism) will be considered. The ability to teach graduate level courses in the field of Islamic Studies in the original language is required. Knowledge of French is an asset. The successful candidate will be expected to develop and teach undergraduate and graduate courses and conduct research in Islamic studies. The candidate may specialize in any sub-field in Islamic studies, including but not limited to international strategy, international marketing, international human resource management, international operations management, and international finance. The successful candidate will be engaged in high-quality teaching and research on the practical challenges that companies and managers face in the global economy. Applicants should have a PhD/BA and have a demonstrated commitment to teaching and research in a university environment. Applicants must have demonstrated research productivity commensurate with the rank of appointment. Evidence of a completed earned doctorate is required for the appointment to reach the rank of Assistant Professor or higher and to be in a tenure-track position. If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor level. The candidate must complete all the requirements for the doctorate during the first 24 months of the term appointment. He/she shall begin a tenure-track appointment following completion of the requirements of the degree. The Faculty of Business Administration is a leader in management education and research. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, and another 200 students complete graduate programs. The Faculty also has

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CARRIÈRES

and evidence of potential for excellence in teaching related to human neuroscience, including motor control and neurophysiology of movement. In addition to advancing a personal research program, candidates will have the opportunity to be part of a multidisciplinary team engaged in research in basic and applied human neuroscience. Research opportunities are available only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including the Schlegel-UW Research Institute for Aging. Duties include research, teaching at the undergraduate and graduate level, and supervising graduate students. Salary range will be commensurate with qualifications and experience. The closing date for applications is October 31, 2010. Applications, consisting of a statement of research interest and teaching experience, a curriculum vitae, and the names and affiliations of three referees should be sent electronically to the attention of Professor J.W. Rush, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada; (sent via email to Mrs. Ruth Gooding, Executive Assistant to the Chair, goodingr@uwaterloo.ca). Applicants should provide the three indicated referees to provide letters of reference directly to the same electronic address prior to the closing date for applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ KINESIOLOGY (NUTRITION) – University of Waterloo. Applications are currently being accepted for a tenure-track position as the Assistant Professor in the Department of Kinesiology (www.uwaterloo.ca/dept/kinesiology). We are looking for an individual who can articulate and execute novel ideas to help propel a dynamic and pioneering Kinesiology Department in new research areas related to optimizing health, lifestyles and improving quality of life. Areas of research focus may include, but are not limited to: nutritional determinants of cancer prevention, the skeletal, or neurological health, nutritional determinants of exercise and movement, physical nutrition as a determinant of chronic diseases, nutrigenomics in health and disease. Applicants with a fundamental research background including health and pathological populations are welcome. Potential candidates are expected to have a strong portfolio of scholarly research including peer-reviewed publications, and evidence of teaching excellence in undergraduate and graduate teaching related to human nutrition, biochemistry, and physiology. This is an exciting Kinesiology program. In addition to advancing an independent research program, candidates will have the opportunity to work as part of a multidisciplinary team. Research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including the Schlegel-UW Research Institute for Aging. Duties include research, teaching at the undergraduate and graduate level, and supervising graduate students. Salary range will be commensurate with qualifications and experience. The closing date for applications is October 31, 2010. Applications, consisting of a statement of research interest and teaching experience, a curriculum vitae, and the names and affiliations of three referees should be sent electronically to the attention of Professor J.W. Rush, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada; (sent via email to Mrs. Ruth Gooding, Executive Assistant to the Chair, goodingr@uwaterloo.ca). Applicants should also provide the three indicated referees to provide letters of reference directly to the same electronic address prior to the closing date for applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ LINGUISTICS – McGill University. The Department of Linguistics, McGill University, invites applications for a tenure-track position in Syntax at the rank of Assistant Professor, effective 1 August 2011. Applicants should have a demonstrated research specialization in theoretical syntax; expertise in the following areas is an asset: syntax-phonetics interface, morphology, field work. General qualifications: PhD in linguistics and demonstrated excellence in research and teaching in the area of specialization. Duties will include undergraduate and graduate teaching, graduate research guidance and administrative responsibilities. Departmental Deadline for applications: November 1, 2010. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. English is the language of instruction at McGill; knowledge of French is an asset. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversity in the workplace. Applicants must fill out the online application form available at <http://www.mcgill.ca/linguistics/en/employment> and submit a letter of introduction, CV, samples of research, teaching evaluations and any additional supporting documents (electronic and hard copy) to the following address: Dr. Penelope Brown, Chair Search Committee, Department of Linguistics, McGill University, 1085 Avenue Docteur-Penfield, Montréal, QC, Canada H3A 1A7; email: jobsearch.linguistics@mcgill.ca; Web site: <http://www.mcgill.ca/linguistics>.

■ LINGUISTIQUE – Université McGill. Le département de linguistique de l'Université McGill invite des candidatures à un poste menant à la permanence en syntaxe au niveau de professeur assistant, à partir du 1er août 2011. Les candidats doivent avoir

une spécialisation en syntaxe théorique; une expertise dans les domaines de la syntaxe-phonétique, de la morphologie, et/ou de la sémantique. Les qualifications générales: PhD en linguistique et une excellence démontrée en recherche et en enseignement dans son ou ses domaines de spécialisation. Les tâches comprennent l'enseignement aux premier, deuxième et troisième cycles, direction de la recherche au niveau supérieur et responsabilité administrative. Salaires: échelle de l'Université McGill. Date limite pour le dépôt de candidature: le 1er novembre 2010. On encourage tous les candidats qualifiés à postuler, la priorité sera toutefois accordée aux Canadiens ainsi qu'aux résidents permanents. L'anglais est la langue d'enseignement à l'Université McGill; la connaissance du français est un avantage. L'Université McGill soutient la diversité et l'équité en matière d'emploi. Elle accueille favorablement les demandes d'emploi des peuples autochtones, des minorités visibles, des minorités ethniques, des personnes handicapées, des femmes, des personnes de toutes les orientations et identités sexuelles et d'autres personnes qui pourraient contribuer à une plus grande diversité. Les candidats doivent remplir le formulaire de candidature disponible à l'adresse: <http://www.mcgill.ca/linguistics/en/employment> et soumettre une lettre d'introduction, un CV, des échantillons de travaux de recherche, des évaluations de l'enseignement, des lettres de recommandation et tous autres documents de soutien (électroniques et sur papier) à l'adresse: Dr. Penelope Brown, Directeur du comité de sélection, Département de Linguistique, Université McGill, 1085 Avenue Docteur-Penfield, Montréal, QC, Canada H3A 1A7. Pour tout renseignement complémentaire, s'adresser par courriel à: jobsearch.linguistics@mcgill.ca; ou sur le site Web: <http://www.mcgill.ca/linguistics>.

■ LITTÉRATURE CONTEMPORAINE D'EXPRESSION FRANÇAISE – Université du Québec à Montréal. Le Département de études françaises de l'Université du Québec à Montréal a l'honneur de vous annoncer la création d'un poste de professeur titulaire en littérature contemporaine. Le candidat ou la candidate retenue devra être titulaire d'un doctorat en littérature française, avoir une expérience d'enseignement et d'écriture, et être capable d'exprimer sa vision de la littérature contemporaine (entre autres, en français, en anglais, en espagnol, en italien, en portugais, en allemand, en espéranto, en afrikaans) selon ses critères. Les candidats et les candidates doivent maîtriser parfaitement le français et avoir une bonne connaissance du français. Le candidat ou la candidate retenue enseignera la langue française et la littérature au niveau du 3^e cycle, effectuera de la recherche et des tâches administratives. Un dossier de recherche ainsi que de l'expérience en enseignement et en recherche sont requis. Les demandes de candidature doivent être envoyées à Mme Brown, Directeur du comité de sélection, Département de études françaises de l'Université du Québec à Montréal, CP 4400, Fredericton, NB, E3B 5A3. Le salaire initial sera fixé en fonction des qualifications et de l'expérience. La date limite de dépôt des candidatures est le 1^{er} juillet 2011. Conformément aux exigences prescrites en matière d'emploi, les candidats et les candidates doivent être citoyens du Canada ou résidents permanents du Québec. Toute autre candidature devra être accompagnée d'une preuve de citoyenneté du Canada ou de résident permanent du Québec. Les soumissions électroniques ne seront pas acceptées.

■ MANAGEMENT SCIENCES (BEHAVIOURAL SCIENCES) – University of Waterloo. The Department of Management Sciences, Faculty of Engineering, at the University of Waterloo invites applications for a full-time, professional appointment in the Behavioural Sciences at any level to begin 2011. Applicants should hold a PhD or be near completion of their doctorate, and have a background in organizational behaviour, psychology, sociology, industrial/systems engineering or a related field. We seek individuals with teaching potential in applied aspects of technology use, decision making, new product development, organizational behaviour, and human-machine interaction. Ability to conduct experimental research is essential and interest in problem solving in the workplace is a plus. A desirable will be an asset. Management Sciences is a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. The department offers a co-op undergraduate degree in Management Engineering, as well as MSc, MEng, and PhD programs. Examples of courses that can be taught by the successful candidate include introductory and advanced topics in operations research/industrial engineering applications, stochastic analysis, stochastic processes, queueing theory, and facility design. Applicants should submit a cover letter, along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Applications to be submitted electronically at <https://www.mcgill.ca/linguistics/en/employment>. Consideration of candidates will be placed as applications come in and will continue until the positions are filled. For further information, please contact: Bev Rodgers, Department Advisory Committee on Appointments, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; email: brodgers@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ MECHANICAL & MECHANOTRONS ENGINEERING – University of Waterloo. The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position of the assistant, associate, or full professor rank with research interests in materials engineering. Preference will be given to candidates with expertise in the general areas of: solid state, liquid and solid-state phase transformations and physical metallurgy with application to manufacturing processes such as casting and/or brazing and soldering. A strong background in experimental methods in materials science would be an asset. Materials Engineering and Processing is a part of Mechanical and Mechatronics Engineering at Waterloo and this creates unique opportunities for multidisciplinary research collaborations. Applicants must have excellent communication skills and hold a PhD in Materials Science and Engineering with a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl

Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Email: mechmail@uwaterloo.ca. Applications will be accepted until a suitable candidate is found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty of Engineering and the Department of Mechanical and Mechatronics Engineering can be found at www.uwaterloo.ca and www.mech.uwaterloo.ca, respectively. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

■ MECHANICAL & MECHANOTRONS ENGINEERING (NANO MATERIALS) – University of Waterloo. The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank with research background in the general area of nanomaterials. Applicants are sought with expertise in one or more of the following research areas: nanoscale surfaces/interfaces, processing, characterization and properties of nanostructured materials, nanomechanics, nanoscale energy conversion, and nanoscale research in other areas that support nanoscale materials engineering, will also be considered. Applicants must have excellent communication skills, and hold a PhD in Materials Science and Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Email: mechmail@uwaterloo.ca. Applications will be accepted until a suitable candidate is found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty, Department and the Collaborative Graduate Program in Nanotechnology can be found at www.eng.uwaterloo.ca, www.mme.uwaterloo.ca and <http://www.mme.uwaterloo.ca/grad/nano.php>. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

■ OPERATIONS MANAGEMENT/OPERATIONS RESEARCH – Memorial University of Newfoundland. Applications are invited for a tenure-track faculty position in Operations management/operational research at all ranks with a proposed commencement date of July 1, 2011. Salary will be commensurate with qualifications and experience. The position is subject to budgetary approval.



QUEEN'S UNIVERSITY Kingston, Ontario, Canada

Tenure Track Positions in Business

QUEEN'S SCHOOL OF BUSINESS is inviting applications for two tenure track entry level positions: one in Organizational Behaviour/Human Resources, and one in Management Science/Operations Management. Candidates must have a PhD (or be near completion). Applicants must exhibit (or show potential for) high innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION: Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Faculty Development Fund.

INSTITUTION: Queen's University has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841.

Queen's School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our undergraduate Commerce program has among the highest entrance standards in Canada and is widely viewed as the country's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs. In 2008 BusinessWeek magazine ranked the full-time Queen's MBA #1 outside the U.S. for the third consecutive time. Queen's Executive MBA is ranked #1 in Canada

and #23 in the world by BusinessWeek, and the Financial Times (UK) has ranked Queen's open enrolment executive education programs among the top 25 in the world since 2000. Queen's School of Business is home to Centres focused on business venturing, corporate social responsibility, knowledge-based enterprises and corporate governance. More information is at: business.queensu.ca

This is an international search, open to candidates of all nationalities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at: qufa.ca. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2011, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Dr. Brent Gallupe
Associate Dean, Faculty – Queen's School of Business
143 Union Street, Room 346 – Goodes Hall
Kingston, Ontario K7L 3N6

www.business.queensu.ca

CAREERS CARRIÈRES

tegral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

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PHARMACY (COMMUNITY HOSPITAL ANTI-MICROBIAL STEWARDSHIP) – University of Waterloo. The School of Pharmacy, University of Waterloo has created a unique pharmacy program that emphasizes innovative academic excellence while embracing practical and real-world experience. This convergence attracts collaborative, entrepreneurial partnerships in education, research, and patient care. To illustrate, we are announcing collaboration with front line partners to create positions whose focus will be to control

community based health care issues. Research in these settings is needed with an outcome that targets broad applicability. We are looking for a creative, enthusiastic and forward-thinking faculty member, who shares this vision, to join our ground-breaking academic team. The University of Waterloo has ranked as an Institution in Canada that develops the "most innovative and most likely to produce leaders of tomorrow". It is also well known for attracting entrepreneurial, dynamic faculty. Living in Kitchener/Waterloo, one of Canada's fastest growing communities, means that you are likely to commute less than 30 minutes to work, enjoy the best of vibrant city life and scenic country charm. Interact with employees from entrepreneurial companies such as IBM, the maker of BlackBerry, and Open Text, and benefit from diverse ethnic and cultural activities and recreational facilities and thriving creative clusters. This is the community whose unprecedented investment established the School of Pharmacy. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Our two local community hospitals, Grand River and St Mary's Hospital, are partnering with us to create a clinical/research Infectious Disease (ID) position. They provide 11 an excellent community based clinical site with patients and health issues that have been

underrepresented in antimicrobial stewardship research, 2) an Infectious Disease team eager to collaborate, and 3) a unique research funding model that would see a portion of cost savings, realized in the program, reserved for infectious disease research. This individual will be an integral member of the antimicrobial stewardship team, being a key player in establishing initiatives that foster improved antimicrobial use, lower antimicrobial resistance, increased patient safety and cost-savings across both hospitals. The individual will work collaboratively with the infection control team to establish guidelines that ensure appropriate antimicrobial therapy, participate in education of hospital staff and establish an antimicrobial and drug surveillance reporting program. Research opportunities exist in many areas including evaluation of antimicrobial management strategies, pharmacy practice based research, local and regional antimicrobial resistance patterns, etc. In collaboration with other microbiology faculty, this individual will participate in the infectious disease component of our School of Pharmacy curriculum, our educational plan uniquely combines medical microbiology, public health, emergency preparedness and infectious disease pharmacology and therapeutics. We are seeking candidates who offer exceptional communication and teaching skills, creative/innovative

scholarship, and strong practice experience. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD or PhD degree. Candidates must have post-doctoral experience or exemplary practice-based clinical experience. Candidates will be expected to establish a successful externally funded scholarship program, in addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish a letter of reference, 3) a one-page statement regarding teaching philosophy, and 4) an outline (1-2 pages) of the proposed scholarly activity. Please submit your completed application to: pharm@uwaterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Assistance with immigration will be provided. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

PHARMACY/PHARMACEUTICS – University of Waterloo. The University of Waterloo is creating a new School of Pharmacy, focused on basic and applied discoveries that advance the cause of human health. We include applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering, pharmaceuticals, pharmaceutical nanotechnology, pharmacology, pharmaceutical immunology, and informatics (pharmacology and medicine). The School of Pharmacy the first to be established in Canada in over 20 years, offers a rare opportunity to share in the development of a new institution. As part of the well-known, entrepreneurial University of Waterloo (UW), the school embraces integration at all levels – theory with practice, pharmacy with medicine, and academic with real-world experience. The institution's culture promotes discovery and encourages bold steps and breakthrough developments. Having opened its door, the School will ultimately be home to undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Opportunities will be available at the Assistant, Associate and Full Professor levels for Practitioner/Educators. We are seeking candidates who offer exceptional communication and teach-

ing skills, creative/innovative scholarship, and strong practice experience. We are interested in applications for a variety of clinical areas such as ambulatory care, geriatrics, infectious diseases, internal medicine, pharmacoeconomics, cardiology, endocrinology, respiratory, nephrology and critical care. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. If you have further questions about this position please contact Nancy Wolfe, PharmD FCPAC, Associate Director for Practice-Based Education: nm@uwaterloo.ca. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish a letter of reference, 3) a one-page statement of teaching philosophy, 4) an outline (1-2 pages) of the proposed scholarly activity, and 5) a concise statement regarding experiences in research or practice innovation. Please direct complete applications to: pharm@uwaterloo.ca. Applications will be accepted until suitable candidates are found. All qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

PHILOSOPHY (CHINESE POLITICAL SCIENCE AND TECHNOLOGICAL LITERATURE) – University of Waterloo. The University of Waterloo invites applications for the position of Assistant Professor in the Department of Philosophy and Technological Literature. This newly endowed chair in the Department of Philosophy, secured through a grant from the Government of Ontario, is designed to take an institutional, national and international role in the promotion of scientific and technological literacy. The Department is seeking an established scholar with a record of highly-regarded research and teaching in a relevant field, including Philosophy, Science, Technology, and Science, Technology and Society. The mandate of the Wolfe Chair is to conduct research, teach, and perform public outreach regarding the intellectual foundations, nature and methods of scientific and technological innovation. The Chair will focus on research that advances understanding of key scientific and technological concepts and examines the relationship between science, technology, and broader factors (e.g., social, ethical, political, or economic). The Chair will also have development and teaching responsibilities. In the teaching of scientific and technological literacy, both within the University and as public education. The position includes a research-oriented and public-outreach component. All qualified candidates are encouraged to apply. Please send your curriculum vitae and a letter of reference to: philosophy@uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates should send a letter of reference and a letter of intent to the Chair. The names of four academic referees, of whom one must be a philosopher, should be included. Further information about the status of the search and about the Wolfe Chair in Scientific and Technological Literature is available online at <http://philosophy.uwaterloo.ca/wolfechair.htm>.

POLITICAL SCIENCE – University of the Fraser Valley. The University of the Fraser Valley, with over 15,000 students annually pursuing more than 80 degree, diploma and certificate programs, and a commitment to teaching excellence. Our foundation for academic excellence is small class sizes, support for active research, a commitment to a friendly supportive environment open to collaboration and innovation. According to the Globe and Mail's 2010 Canadian University Report, UVF is at the top of the student-faculty interaction and class size. The Department of Philosophy and Political Science at the University of the Fraser Valley will be offering a new position in Philosophy in the 2010/2011 academic year. The department currently has four permanent political scientists and two philosophers. The political scientists in the department specialize in political theory and Canadian politics, and the philosophers specialize in the history of philosophy, ethics, and critical reasoning. The department has a long history of collegial governance and interdisciplinary dialogue with diverse members. The department now seeks to fill a position in Comparative Politics and/or International Relations. The successful candidate will possess a PhD, have a passion for teaching, an excellent record and program of scholarly activity, and a commitment to research and the wider community. The successful candidate will be expected to develop new courses in the area of specialty and to teach existing courses and other research and teaching strengths which may interest the department. Applicants should send a letter of interest, curriculum vitae (or course syllabi if available), statement of teaching philosophy and recent teaching evaluations, a sample of academic writing, and an agenda for scholarly activity. Applicants should arrange for three letters of reference to be sent separately. Direct applications, citing Posting 2010.83 to: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada, V2S 7M8; Tel: (604) 854-4554; Fax: (604) 854-1538; Website: www.uvf.ca; Email resumes to: enrolinfo@uvf.ca. The Selection Advisory Committee will begin reviewing applications on November 5, 2010. The position will remain open until filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UVF will conduct only candidates receiving an interview. We thank all applicants for considering UVF for employment. UVF is committed to the principle of equity in employment.

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Two-for-One Deal

Recruit from two audience pools at once. Job ads by the CAUT Bulletin not only appear in the Career section of the newspaper but also go online for 30 days at AcademicWork.ca. To place a career ad that will appear in print and online, call our advertising department at (613) 820-2270 or e-mail ads@caut.ca.

Deux pour un

Diffuser simultanément vos offres d'emploi dans deux médias différents. Les annonces publiées dans le Bulletin de l'ACPU paraissent non seulement dans la section des carrières mais aussi en ligne sur le site travailacademique.ca pendant 30 jours. Pour insérer une annonce de carrière imprimée et en ligne, veuillez communiquer avec notre service de la publicité par téléphone (613-820-2270) ou par courriel (ads@caut.ca).

POUR FOR

MEMORIAL UNIVERSITY

Memorial University, Atlantic Canada's largest university, includes the Grenfell campus in the city of Corner Brook. Grenfell campus is a Liberal Arts and Science institution which strives for excellence across a range of degree programs in a small classroom setting. Located on the west coast of the island of Newfoundland, Corner Brook affords its citizens a safe and friendly environment, excellent recreational and cultural opportunities and spectacular scenery. Grenfell campus plays a pivotal role in the educational, economic, social and cultural growth of the western region of Newfoundland and beyond. With significant increases in budget and autonomy the campus is now poised to make further contributions through continuing development of its role in post-secondary education, research and community service. The institution requires a leader with a proven track record – one with vision, inspiration and influence – to lead this development.

Applications, nominations and expressions of interest are invited for the position of Vice-President (Corner Brook). Working in close collaboration with the other Vice-Presidents and members of the senior management team of the University, the Vice-President (Corner Brook) reports directly to the President, is the chief academic and administrative officer for Grenfell campus and is responsible for providing academic and administrative leadership to Grenfell campus and Memorial University. The Vice-President (Corner Brook) is a member of the University's senior executive committee and attends meetings of the Board of Regents by invitation. Grenfell campus has recently received a significant increase to its budget from the provincial government in support of its further development and growth of enrolment, programs and research.

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Vice-President
(Corner Brook)

The successful candidate for Vice-President (Corner Brook) will have a strong record of achievement in teaching, research and administration; excellent interpersonal and communication skills; experience leading an organization through significant change; a proven ability to encourage innovation and collaboration; academic credentials; a career track record of research and scholarly activity at the national level, and an appreciation for the broad range of disciplines represented by Grenfell campus. The candidate should be qualified for appointment at the rank of Full Professor.

The appointment, which is renewable, is for five years and is to take effect at the earliest opportunity. A detailed Position Profile is available at www.mun.ca/president/VPCSearch.php

For more information on the campus, the city, and the surrounding region, please visit www.swc.mun.ca and www.cornerbrook.com

Consideration of candidates will commence in November 2010 and continue until the position is filled. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates. Nominations, applications, and/or expressions of interest should be submitted, in confidence, to the address shown below.

Janet Wright & Associates Inc.

174 Bedford Road, Suite 200

Toronto, Ontario M5R 2K9

munvpb@jwasearch.com

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CAREERS CARRIÈRES



www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

"A renewed faculty complement dedicated to teaching, research, and university citizenship" is one of the five strategic goals orienting the Faculty of Liberal Arts & Professional Studies' (LA&PS) newly adopted Strategic Plan. The 13 tenure-track positions advertised below are the first step toward achieving that goal. They are the first increment of an ambitious, collegially determined 10-year plan to renew and vitalize our Faculty. They mark out a focused array of directions: the revival of the Faculty's historical core strengths; the strengthening of our distinctive and distinguished interdisciplinary programs; the support of our professional programs; and the inception of new initiatives.

Larger than many universities in Canada, York's Faculty of Liberal Arts & Professional Studies offers 59 undergraduate and 23 graduate programs taught by over 1,250 full- and part-time faculty who engage with some 25,000 undergraduates and 1,800 graduate students. Within its 25 academic units, LA&PS brings together Canada's most comprehensive group of disciplinary and interdisciplinary academic programs and researchers in social sciences, humanities, and related professional programs.

The following tenure-track positions will commence July 1, 2011 or later, and are subject to budgetary approval. Salaries will be commensurate with qualifications and experience. The successful candidates must be suitable for prompt appointment to the Faculty of Graduate Studies. Applications for all positions should be addressed to the appropriate contact person and area co-ordinates specified under each listing, at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3**. For full position details and contact information, visit www.yorku.ca/acadjobs. Late applications may be accepted for unfilled positions.

Faculty of Liberal Arts & Professional Studies

TENURE-TRACK PROFESSORIAL APPOINTMENTS

DEPARTMENT OF ECONOMICS

Applied Economics

Applications are invited for a tenure-track position, at the level of Assistant Professor, in Applied Economics. Our interests include, but are not restricted to, candidates with an active research agenda in empirical labour and empirical public economics. Candidates are expected to have a strong background in econometric methods and an interest in policy applications. The successful applicant will have a PhD in Economics (or be near completion), and demonstrate excellence, or promise of excellence in both teaching and research.

Applicants should submit a signed letter of application, a curriculum vitae, a statement of research and teaching interests, teaching evaluations and a job market paper, and arrange for three letters of reference to be sent, by **November 15, 2010**, to: **hiring2010@econ.yorku.ca**. Inquiries can be made to: Professor Barry Smith, Chair, Department of Economics, 1136 Vari Hall. E-mail: jbsmith@yorku.ca.

DEPARTMENT OF ENGLISH

Home to the Roberts Centre for Canadian Studies, York University has long been a leader in the field. The Department of English is committed to invigorating and expanding its traditional commitments to innovative research and pedagogical excellence in Canadian literature.

Canadian Literature

Applications are invited for a tenure-track appointment, at the Associate Professor level, in Canadian Literature. While the field of specialization is open, we have particular needs in modern and contemporary fiction. Additional interests might include some combination of the following: Aboriginal, Québécois and/or multi-ethnic literatures; 19th-century Canadian writing; feminism and/or gender studies; critical theory and/or cultural studies; drama; creative writing; literary history. Candidates with strong interdisciplinary commitments are also encouraged to apply. The capacity to engage with francophone texts is an asset.

Qualifications include a PhD or equivalent in English Literature with specialization in Canadian literature, an active and ongoing research portfolio appropriate to appointment at an Associate Professor level, and substantial experience and demonstrable excellence in university teaching. It is expected that the successful candidate will teach one large-lecture course in Canadian Literature, contribute to upper-year courses in her/his area of specialization, and participate actively in the graduate program.

Applicants should submit a letter of application, a curriculum vitae and a sample of the applicant's written work (no longer than 25 pages), and arrange for letters of recommendation from three referees to be sent directly, to be received by **November 15, 2010**, to: **Professor Art Redding, Chair, Department of English, 208 Stong College. Tel.: 416.736.5166. Fax: 416.736.5412.**

DEPARTMENT OF GEOGRAPHY

Physical Geography

Applications are invited for a tenure-track position, at the Assistant Professor level, for a physical geographer in the area of biogeochemical processes, preferably in Arctic environments. Applicants should have demonstrated strengths in research in terrestrial or aquatic element cycling and its relationship to hydrology, vegetation and/or soil dynamics. Teaching will include courses in both Geography and Environmental Science undergraduate programs. The successful candidate will be encouraged to develop collaborative linkages with York University research centres in climate change and sustainability. A PhD is required at the time of appointment, and preference will be given to applicants with demonstrated leadership in research. The successful applicant should demonstrate excellence, or promise of excellence in teaching and scholarly research and publication.

Applicants should submit a curriculum vitae, a statement of research interests and selected publications, and arrange to have three letters of reference sent directly, by **November 15, 2010**, to: **Professor Lucia To, Chair, Department of Geography, N418 Ross Building. Tel.: 416.736.5107. Fax: 416.736.5988.** Applications will not be accepted via fax or e-mail.

DEPARTMENT OF HISTORY

Canadian History

Applications are invited for a tenure-track position, at the level of Associate or Assistant Professor, in the field of Canadian History. Preference will be given to candidates whose specialization lies in the area of either Canadian environmental history or Canadian immigration history.

Required qualifications include a completed PhD in History and an ongoing program of research in the area of specialization. Candidates are expected to demonstrate excellence in teaching and scholarly research and publication appropriate to their stage of career. Candidates will be expected to teach a wide range of courses in Canadian History at all levels and make a major contribution to the graduate program in History.

Applicants should submit a letter of application outlining their professional experience and research interests, an up-to-date curriculum vitae, a sample of their scholarly work and a teaching dossier, and arrange for three confidential letters of recommendation to be sent, no later than **November 15, 2010**, to: **Professor Jonathan Edmondson, Chair, Department of History, 2140 Vari Hall.**

DEPARTMENT OF HUMANITIES

Children's Studies (Children's Literature)

Applications are invited for a tenure-track appointment, at the Assistant Professor level, in Children's Literature. Candidates with a PhD in Children's Literature, with an emphasis on the genre's historical and/or international development, will be given preference. The Department is particularly interested in candidates whose work demonstrates a depth and breadth of understanding of children's literature's role in children's lives from an interdisciplinary, cross-cultural perspective suitable to York's humanities-based Children's Studies program. The successful candidate will show evidence of a vigorous research program, grounded in contemporary theory and recent methodological developments in the study of children and childhood, but located within the intellectual and cultural traditions of the Humanities. The successful candidate will show the promise of excellence in teaching, and have a completed PhD in hand by the commencement of the appointment.

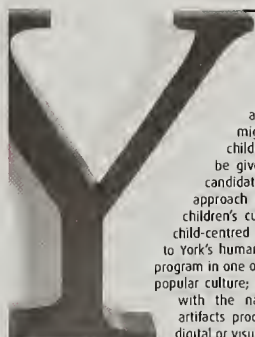
Candidates should be able to teach Children's Studies-affiliated courses in York's first- and second-year interdisciplinary General Education Program, and develop and teach upper-level undergraduate courses in the program. The successful candidate will have the opportunity to contribute to the work of the Canadian Children's Culture Collection and the online journal *Children's Studies*.

Applicants should submit a letter of application, a curriculum vitae, three confidential letters of recommendation and a sample of the applicant's written work (no longer than 20 pages), by **October 30, 2010**, to: **Professor Doug Freahe, Acting Chair, Department of Humanities. Tel.: 416.736.5158. Fax: 416.736.5460. E-mail: dfreahe@yorku.ca.**

Children's Studies (Contemporary Children's Culture)

Applications are invited for a tenure-track appointment, at the Assistant Professor level, in Contemporary Children's Culture, with particular expertise in the effects of globalization on children. Candidates with a PhD in Comparative Cultural Studies, Communications Studies or

CAREERS CARRIÈRES



X a cognate discipline, with an emphasis on international migration and its effects on children and their cultures, will be given preference. The successful candidate will display an ability to approach the study of contemporary children's cultures from an international, child-centred perspective that is suitable to York's humanities-based Children's Studies program in one or more of the following areas: popular culture; arts and media; relationships with the natural environment; cultural artifacts produced by or for children; the digital or visual aspects of culture. Expertise in ethnographic methods in the study of children and childhood is an asset. Candidates should have a completed PhD in hand by the commencement of the appointment. The successful candidate will show evidence of a vigorous research agenda as well as promise of excellence in teaching.

Candidates should be able to teach Children's Studies-affiliated courses in York's first- and second-year interdisciplinary General Education Program, and develop and teach upper-level undergraduate courses in the program. The successful candidate will have the opportunity to contribute to the work of the Canadian Children's Culture Collection and the online journal *Children's Studies*.

Applicants should submit a letter of application, a curriculum vitae, three confidential letters of recommendation and a sample of the applicant's written work (no longer than 20 pages), by **October 30, 2010**, to: **Professor Doug Freake, Acting Chair, Department of Humanities**. Tel.: 416.736.5158. Fax: 416.736.5460. E-mail: dfreake@yorku.ca.

European Studies

Applications are invited for a tenure-track appointment, at the Assistant Professor level, in European Studies: Twentieth Century Continental Thought. Candidates with a PhD in History of Thought, Comparative Literature, Cultural Studies, Philosophy, Literature and related areas will be given preference. The Department is particularly interested in candidates whose work engages, from a broad and interdisciplinary perspective, areas or topics concerning European thought, its historical contexts and its global impact. Overall, candidates' work should be located in the intellectual and cultural traditions of the Humanities, while at the same time responding to contemporary critical perspectives. Candidates should have a completed PhD in hand by the commencement of the appointment. The successful candidate will show evidence of a vigorous research agenda and promise of excellence in teaching.

Candidates should be able to teach in York's first- and second-year interdisciplinary General Education Program, and develop and teach upper-level undergraduate courses. They must also have the potential to undertake graduate teaching and supervision. The successful candidate will join the Department of Humanities and one or more of its constituent programs, such as European Studies, Jewish Studies, and Culture and Expression. The ability to contribute to the work of the Canadian Centre for German and European Studies and/or other of York University's organized research units is desirable.

Applicants should submit a letter of application, a curriculum vitae, three confidential letters of recommendation and a sample of the applicant's written work (no longer than 20 pages), by **October 30, 2010**, to: **Professor Doug Freake, Acting Chair, Department of Humanities**. Tel.: 416.736.5158. Fax: 416.736.5460. E-mail: dfreake@yorku.ca.

DEPARTMENT OF LANGUAGES, LITERATURES AND LINGUISTICS

Spanish

Applications are invited for a tenure-track position, at the Assistant Professor level, in Spanish. A PhD in Spanish, with a specialization in colonial/pre-modern Spanish American

Literature, is required. The ability to teach courses in areas such as Latin American colonial/pre-modern literature and transatlantic studies is desirable. Experience teaching Spanish language at the university level is required. The ability to teach Spanish-language courses to native speakers is desirable, and the ability to teach Portuguese language and Brazilian literature would be an asset. Native or near-native fluency in both Spanish and English is required. Candidates should have a current record of relevant publications and conference presentations. Candidates should show excellence, or promise of excellence in teaching and scholarly research and publication.

Applicants should submit a letter of application, an up-to-date curriculum vitae, representative publications and/or teaching materials, a statement of research and teaching interests, teaching evaluations and the names, positions, e-mail addresses and telephone numbers of three referees, and arrange for the three letters of recommendation to be sent directly, to be received by **November 30, 2010**, to: **Professor Peter Avery, Chair, Department of Languages, Literatures and Linguistics, 5561 Ross Building**. Tel.: 416.736.5016. Fax: 416.736.5483. E-mail: pavery@yorku.ca. E-mailed applications will not be considered.

DEPARTMENT OF POLITICAL SCIENCE

Canadian Politics

Applications are invited for a tenure-track appointment, at the Associate Professor level, in Canadian Politics. Required qualifications include a PhD in Political Science or equivalent, substantial teaching experience in Canadian politics, and an established program of research and publication in the field. The area of research specialization within the field is open. Applications are particularly invited, however, from those with a focus on Canadian politics in relation to the Americas, with appropriate additional expertise in US, Caribbean or Latin American politics. Candidates should show excellence in teaching and scholarly research and publication. A proven record of graduate supervision is preferred.

Applicants should submit a letter of application, including a curriculum vitae and teaching dossier, and arrange to have three confidential letters of reference sent, by **November 15, 2010**, to: **Professor George Connell, Chair, Department of Political Science, Faculty of Liberal and Professional Studies, 5669 Ross Building**. Tel.: 416.736.2100, ext. 20266. Fax: 416.736.5686.

DEPARTMENT OF SOCIAL SCIENCE

Business & Society

Business and Society (www.yorku.ca/laps/sosc/busso) is a unique and innovative interdisciplinary program. Its mandate is to explore critically alternative approaches to the study of business and economics not traditionally found in conventional business programs. Members of faculty enjoy a rich environment with colleagues from parallel interdisciplinary programs, e.g., Law and Society, International Development Studies, Labour Studies, and Social and Political Thought.

Applications are invited for a full-time tenure-track appointment, at the Assistant Professor level, in Business and Society. At the time of appointment, the successful candidate will have a PhD in one of the social sciences or in a related field (e.g., ethics, political philosophy). Applicants should have an ongoing program of interdisciplinary research that focuses critically on the conduct and regulation of business and its social implications. Demonstrated excellence (or the promise thereof) in both teaching and research and publication is expected in at least one of the following areas: social economy; law; governance and policy; ethics in economics and business; corporate social responsibility. In addition, applicants should have the breadth and versatility to teach the core courses of the Business and Society undergraduate program. A teaching and research focus that pays heed to social exclusion (e.g., to issues of race and gender) would be an asset.

Applicants should submit a curriculum vitae, a statement of teaching and research interests and one example of

their scholarship and teaching evaluations, and arrange for three letters of reference to be sent, by **November 15, 2010**, to: **Professor Darryl Reed, Chair, Department of Social Science, 5754 Ross Building**. Tel.: 416.736.2100, ext. 77812. Fax: 416.736.5574. E-mail: dreed@yorku.ca.

Criminology

Criminology is a dynamic field with many opportunities for professional development at York.

Applications are invited for a tenure-track appointment, at the Assistant Professor level, in Criminology. Areas of specialization are open, but expertise in the following is especially welcome: global justice issues; crime, science and technology; research methods. The successful candidate will have a strong background and interest in critical and interdisciplinary research in the field of criminology, broadly defined. At the time of appointment, the successful candidate will hold a PhD in Criminology or related discipline, and demonstrate promise of excellence in both teaching and research and publication in the field of criminology. S/he should also demonstrate a strong commitment to, and competence in, undergraduate teaching within an interdisciplinary context. S/he must be willing to assume an active role in the administration and development of the Criminology program. The successful candidate will teach courses in his or her area of specialization as well as introductory courses. The successful candidate must be able to teach in a graduate program.

Applicants should submit a curriculum vitae, a statement of research and teaching interests and samples of publication, and arrange for three reference letters from academic referees to be sent directly, by **November 15, 2010**, to: **Professor Darryl Reed, Chair, Department of Social Science, 5756 Ross Building**. Tel.: 416.736.2100, ext. 77812. Fax: 416.736.5574. E-mail: dreed@yorku.ca.

SCHOOL OF SOCIAL WORK

The School of Social Work is situated in the progressive, scholastically rich and interdisciplinary community of the Faculty of Liberal Arts & Professional Studies. Through our programs, we strive to provide innovative leadership in a changing social work profession. The School offers undergraduate and graduate programs in flexible formats sensitive to the needs of both full-time and part-time students. The School has BSW, MSW and PhD programs, is a recognized leader in critical social work education across Canada, and is committed to educating social workers in practices that further the goal of social justice. For more information on the School and its mission and programs, visit www.yorku.ca/laps/sowk.

Applications are invited for two tenure-track positions, at the Assistant Professor level, in the School of Social Work. Candidates from diverse communities are encouraged to apply. Candidates must have a PhD or a PhD near completion in Social Work or a related discipline, and a degree in Social Work. Substantial practice experience in social work is required, as is experience working with diverse and marginalized populations. The School is seeking candidates who are able to incorporate the critical perspective reflected in our mission statement into teaching core courses in social work at both undergraduate and graduate levels. The successful applicants must demonstrate excellence, or promise of excellence in teaching critical social work, and have a strong research agenda and interest in service.

Applicants should submit a letter of application discussing the above criteria, an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference, samples of published work and teaching evaluations, by **November 15, 2010**, to: **Professor Barbara Heron, Director, School of Social Work**. Tel.: 416.736.2100, ext. 20521. Fax: 416.650.3861. E-mail: bheron@yorku.ca.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs, or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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COMMENT OPINIONS

COMMENTARY

Change Needed to Engage Contract Academics

By GEOFF MARTIN

CAUT member associations have been very successful in organizing contract academic staff and this has resulted in better pay and work conditions. But contract academics still face challenges in making the remuneration leap. And as the post-secondary sector increases the number of contract academics, their participation in the governance of academic staff associations and institutions needs to improve so that contract academic staff are included, recognized and respected in the communities where they teach.

Academic staff associations need to negotiate pro rata terms of employment for their contract members. This means a remuneration package in proportion to that of a regular appointment that includes teaching, research and service duties, regardless of contractual status.

To achieve this, we need to reverse decades of employer efforts to create "teaching-only" positions that undermine the integrity of the academic career. Greater efforts need to be made to expand the opportunities for contract members to participate in all aspects of association life.



According to a recent CAUT survey, many academic staff associations have contract academic representation on their executive boards, and some have contract academic staff committees. This is a good first step, but

more needs to be done to overcome barriers to involvement since contract academics tend to be overworked, underpaid and often have more than one employer.

Some barriers can be overcome if contract academics are paid for service to the association. Collective agreements can include provisions whereby the employer pays stipends to the association to reimburse members for service such as executive positions, bargaining, and other committee work.

Constitutions and bylaws can be updated to remove procedural and financial barriers to contract academics' involvement in the association's governance structure. Some associations have done this and currently have contract academic staff serving as presidents.

Ensuring contract members are active on bargaining teams is especially important since putting the issues of those who work off the tenure track at the top of the agenda can improve the quality of academic life for everyone.

Earmarking specific association funds for contract academic staff issues will not only mobilize members but also help educate reg-

ular academic staff, students, and other academic workers about the uncertainties that go along with being a contract academic. One venue is Fair Employment Week, held during the last week of October, when associations across the country sponsor events around non regular employment at their institution.

Study after study tells us that Canadian academic life is becoming increasingly difficult. There are more students and fewer regular academic staff appointments so that institutional dependence on a variety of contract teaching is likely to increase. The time is now to involve our contract colleagues in our associations and in institutional governance, raise their public and professional profiles, and work toward the pro rata model so that we can create the post-secondary institutions that we want. ■

Geoff Martin is a part-time political science professor at Mount Allison University, professional officer for the Mount Allison Faculty Association, and former member of CAUT's Contract Academic Staff Committee.

The views expressed are those of the author and not necessarily CAUT.

COMMENTARY

Solid Grounding: The Humanities Roots that Support our STEMs

By DONALD L. DRAKEMAN

STEM cells and "STEM sells" are nearly synonymous these days. Both stand for the belief that our future health and wealth will emerge from high-tech research. No wonder the humanities and social sciences are struggling to measure up to the high-impact fields of science, technology, engineering and mathematics.

As one whose career has been spent finding promising technologies, launching spin-off companies and developing new medicines, I want to speak up for the humanities and social sciences. Not for lack of faith in high-tech's future, but in order to focus on how closely the arts are intertwined with the sciences in realizing those benefits.

The value of the STEM fields is highlighted in the Royal Society's recent report, *The Scientific Century: Serving Our Future Prosperity*. The subtitle is telling — but there is a hidden variable in the prosperity equation, especially in the life sciences.

Is your life worth living? How you answer this question depends on whether you need an expensive medicine. You can say "no" on your own. But if you think the answer is "yes," you and the government need to agree. New medicines must be deemed cost-effective for National Health Service use. And so, in biomedical research — one of the UK's greatest STEM strengths — job growth may depend on whether the NHS-driven market rewards companies for innovation.

For example, scientists in Cambridge won a Nobel prize for discovering how to make



monoclonal antibodies, a technology that has spawned nearly two dozen new treatments. Whether NHS patients receive them depends on the National Institute for Health and Clinical Excellence (NICE), which advises on how to parcel out healthcare resources.

How much does NICE think your life is worth? The answer is (usually) less than £30,000 for a "quality-adjusted life year." Some of the high-tech monoclonal medicines fail to qualify.

Whether that decision is right or wrong is less important (unless you have cancer) than acknowledging that limiting access to

medicines inevitably contains both moral and medical judgements. NICE admits that the "mismatch between demands and resources in healthcare leads to the problem of 'distributive justice.'" Yet because no consensus has emerged about how to make such judgements, NICE has chosen transparency instead. Its stated goal is "procedural justice." If its reasoning is explicit, there is no need to attempt to delve into the deeper moral issues.

Deciding whether this justice-as-clearness is the answer to how STEM's tools should be allocated requires deep thinking, and when the answers are both transparent and unpopular, Parliament will have to decide what society requires.

Where do policymakers get their ideas about questions of justice and individual rights?

I actually know the answer to that question (at least in the American setting — and I suspect the UK is the same). I've studied where Supreme Court justices look for insights into fundamental rights. They frequently turn to historians, philosophers, sociologists and other non-STEM academics. The justices' published opinions often point over these contributions with a coat of jurisprudential jargon, but their private papers disclose the remarkable level of influence of academic publications on those who decide on the rights of citizens.

One landmark case contained a long paragraph about religious liberties that defined American constitutional law for decades. It had been lifted, nearly verbatim and without

attribution, from a history professor's book.

Another influential case relied on a sociologist's work that was quoted in a legal commentary. The remainder of the court's opinion rested on an insight from a historian, who got a thank-you note but no footnote. And in a case involving medical procedures, the court discussed classical history alongside cellular biology.

These cases show the deep and enduring, but often invisible, impact of the humanities and social sciences on how society determines the demands of justice. The specific effects are impossible to quantify, but when rights and duties are being sorted out, they end up counting for a great deal.

STEM will keep selling only if policymakers guided by the humanities and social sciences keep buying. To ensure that STEM's capabilities will deliver what society expects, it is equally important to invest in the less measurable but possibly more meaningful humanities and social sciences. Of course, those disciplines could be outsourced to lower-cost labour markets, but so can the STEM fields. It all depends on what kinds of quality adjustments we want in our remaining life years. ■

Donald Drakeman is an entrepreneur and venture capitalist in the US and the UK, and a part-time lecturer in politics at Princeton University.

This article first appeared in the 20 May 2010 edition of *Times Higher Education* (www.timeshighereducation.co.uk). Reprinted with kind permission.

The views expressed are those of the author and not necessarily CAUT.